FIFTH REPORT

OF THE

REGISTRAR OF BOARDS OF CONCILIATION AND INVESTIGATION

OF THE PROCEEDINGS UNDER

THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

BEING FOR THE

FISCAL YEAR ENDING MARCH 31, 1912.

(Being an Appendix to the Annual Report of the Department of Labour.)

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1912

[No. 36a—1913.]

OTTAWA, June 19, 1912.

To the Honourable T. W. CROTHERS, B.A., K.C.,
Minister of Labour.

SIR,—I have the honour to submit a Report of Proceedings under the Industrial Disputes Investigation Act, 1907, for the fiscal year ended March 31, 1912.

F. A. ACLAND,
Registrar of Boards of Conciliation and Investigation.

DEPARTMENT OF LABOUR,
OTTAWA, June 15, 1912.

The Industrial Disputes Investigation Act, 1907, had been at the close of the past fiscal year in operation for five years, the measure having been in force from March 22, 1907. During the fiscal year 1911-12 there have been 18 disputes involving procedure under the statute and in 15 of these disputes Boards have been established. The record of the year brings to a total of 124 the number of disputes dealt with under the provisions of the Act during the period of five years. In 14 of these disputes the procedure has failed to avert the strike which in each case had been declared to be imminent; 4 of the 14 strikes in question took place during the fiscal year 1911-12. Of the 18 disputes referred under the Act during the past year three were adjusted by mutual agreement while communications looking to the establishment of a Board were passing between the Department and the respective parties. One further dispute figures in the record of the year, the proceedings having been continued over from the preceding fiscal year; this will explain why the statistical record places at 19 the disputes dealt with during the year while the number of applications received during the same year stands at 18. It may be added that correspondence took place as to numerous other disputes in connection with which no formal action was necessary.

The general interest in the proceedings under the Act, which has been noticeable from its inception, has not shown any sign of slackening during the past year. Requests have continued to reach the Department from many different points for information on the subject. It will be remembered that the report of the proceedings for the fiscal year ending March 31, 1911, was printed for the first time in the form of a separate appendix to the annual report of the Department, and occasion was taken to include in the report not only a complete statement of operations for the fiscal year then past, 1910-11, but a somewhat comprehensive review also of operations from the inception of the statute. Copies of the report thus issued have been found a particular convenience in providing inquirers with the information desired. The plan inaugurated last year of printing under separate cover the statement of proceedings under the Act has been continued for the year 1911-12 because of its various conveniences. The Act requires that all reports or minority reports made by Boards or members of Boards established under its provisions shall be printed in the *Labour Gazette*, the official monthly publication of the Department of Labour, and shall be included also in the annual report of the Department of Labour. The various reports of this nature received in the Department during the year have been accordingly printed from month to month in the *Labour Gazette* and are now included in the present report, the official statement being in each case preceded by brief explanatory remarks.

The disputes dealt with under the Act during the year were distributed among different industries as follows, namely:—

Coal mining	2
Metal mining	1
Railways	10
Street railways	1
Commercial telegraphers	1
Telephone workers	1
Electrical workers	2
Boot and shoe making	1
	19

The various classes of railway labour concerned in the ten disputes in the above list credited to railways were the following, namely: section men, car men, machinists, boilermakers, telegraphers, telephone operators, tower men, station agents, maintenance-of-way men, coal handlers, cable men, repair men, hoist men, engineers, firemen, baggagemen, checkers, chuckers, yardmen, stores men, sleeping and dining car employees, accountants, freight handlers and freight clerks. Usually several of these different classes were represented in a single dispute. The number of employees concerned in the 19 disputes dealt with during the year was 37,626.

The Western Coal Mines Dispute.

Of the four disputes included in the above list, occurring during the year and in which a strike was not averted, the most important was that affecting the coal mines of Eastern British Columbia and Southern Alberta. In this dispute coal miners, numbering approximately 7,000, were concerned, and the strike resulting being prolonged for many months, a serious shortage of coal was threatened and was to some extent realized in the latter months of the year. The action taken by the Government in remitting the coal duties during the continuance of the strike no doubt contributed to lessening the severity of the inconvenience to the public. The parties concerned in the dispute, the Western Coal Operators' Association on the one hand, and the United Mine Workers' Association representing the employees on the other hand, did not in the first place avail themselves of the machinery provided under the Industrial Disputes Investigation Act and it is therefore not possible to state whether the application of the principles of the Act would have availed to render unnecessary the recourse to a strike. Operations at the mines had been conducted under agreement, which expired on March 31, 1911. For some weeks prior to this date negotiations had been proceeding at Calgary looking to the making of a new agreement under which work would be continued. The Department had drawn the attention of Companies and miners to the applicability of the statute and had submitted the apparent advantages, in the event of a new agreement not being reached prior to the termination of the old agreement, of recourse to the machinery provided by the Act; it must be added that both operators and miners had in various ways become fairly cognizant of the nature of the Act from its inception in 1907 and had each been at various times in touch with the Department as to the various phases of the statute.

It will be of some interest to state briefly the facts on this point:—Since the passage of the Industrial Disputes Investigation Act, 1907, there have been three disputes between the Western Coal Operators' Association and the Miners (1) At about the date of the enactment of the statute in March 1907 the mining Companies and miners operating in this district were nearing the close of the then existing agreement. The nature of the law newly placed on the statute books had not become generally known when, on March 31, 1907, the working agreement expired. The enactment of the Act immediately prior to this date did not result in averting the strike, work ceasing from March 31, 1907. A week or two later operators and miners showed a disposition to test the machinery of the new law and a Board was established, the strike being however continued pending efforts that followed at conciliation and during the investigation. An agreement was brought about by the general efforts of the Board of Conciliation and Investigation and the efforts of the then Deputy Minister of Labour, who spent some time at the scene of the dispute. The strike had lasted about two months. The agreement concluded extended until March 31, 1909. (2) In March 1909 the situation resembled that of March 1907. Negotiations between the coal operators and the miners failed to bring about a renewal agreement. The nature of the Industrial Disputes Investigation Act was now generally known to both parties. An official of the Department had been moreover despatched to the scene of the dispute and made formal representations to both parties on the subject. Neither side appears to have endeavoured to cause the differences to be referred under the provisions of the Act; the Department at least received no request for a Board or for action under the terms of the statute. Work ceased from March 31, 1909. After the strike had lasted some weeks the miners called for a Board and an investigation followed. The recommendations of the Board were not definitely accepted by either party but conferences followed which resulted in an agreement being reached closely on the lines of the Board's report. The strike lasted from April 1 to July 1. The new agreement extended to March 31, 1911. (3) During March 1911 the impending lapse of the working agreement again caused negotiations between operators and miners. An official of the Department of Labour was present and by the Minister's instruction placed the good offices of the Department at the disposal of the contending parties, and was also authorized to assist in expediting procedure under the Industrial Disputes Investigation Act, should it be decided to refer the dispute for adjustment in this way. No action in this direction was however taken by the parties concerned until after the cessation of work brought about by the dispute. Work ceased as before from March 31. An application for a Board was later (April 13) made by representatives of the miners, and an enquiry occurred, the strike continuing however meantime. The report of the Board, accompanied by a minority report, was received early in July. The Board had failed to secure an agreement and made recommendations for settlement; these recommendations were not however accepted. The strike continued until, in October, the Honourable Robert Rogers, Minister of the Interior, being in the vicinity of the dispute, brought about a renewal of negotiations, which resulted in an agreement signed on November 17 and to continue in force until March 31, 1915; work was resumed November 20, 1911. The strike had in this case lasted nearly eight months. The matters in dispute were set forth with much fullness in the Board's reports, majority and minority, which are printed in the following pages. The questions at issue in the dispute were many, involving a general schedule of wages at a higher figure than had been previously paid but there is considerable ground for the view that the point on which it was most difficult to effect an understanding was the degree of recognition to be granted by the operators to the Union. Recognition, in a general sense, had been of course long since conceded by the operators and successive agreements had been

made between the mining Companies and the officials of the Union, but, on each occasion, various phases of the question of recognition had been mainly responsible for certain delay in reaching the agreement. This aspect of the dispute of last year is discussed at some length in the report presented by the Chairman of the Board (Rev. Dr. Gordon) on which was placed the task of attempting the adjustment of the coal dispute of 1911.

It is not of course possible to state whether or not the prolonged strike of 1911 in the Western coal mines would have been averted if the principles involved in the statute, those of conciliation and investigation, could have been given the free play which the statute intends, but in view of the repeated failures of the parties concerned to effect an agreement outside the terms of the statute, it is not perhaps unreasonable to conclude that, when the time comes to renew the present agreement March 31, 1915, the operators and miners will each incline more favourably to a formal reference of their differences under the terms of the Industrial Disputes Investigation Act. It may be added that the clause in the agreement of November 1911 provided for the reference of minor differences arising during the life of the agreement to a Committee consisting of the Commissioner of the Western Coal Operators' Association and the President of District No. 18 U.M.W.A., with an independent Chairman if necessary, such independent Chairman to be chosen by the other members of the Committee if possible, and if not possible then a Chairman to be named by the Minister of Labour. On several occasions since the conclusion of the 1911 agreement disputes of the nature in question have arisen and the Minister of Labour has been twice requested to name an independent Chairman and has complied with the request. So far as the Department has been informed the decisions of the Committee have been accepted.

The Coal Strike at Springhill.

A notable dispute which figured during the past fiscal year, and in which a strike had also been declared, was that of the coal miners employed at Springhill, N.S., by the Cumberland Railway and Coal Company. The strike here involved had continued for the almost unprecedented (in Canada) period of 22 months, commencing in August 1909, and closing only in May, 1911. The strike was one of a number which had occurred in connection with the coal industries of Nova Scotia, arising largely out of friction between rival trade organizations to which the employees belonged, this dispute, as in the case of that occurring in Western Canada and mentioned above, involving something of the question of union recognition; in the Nova Scotia dispute however the point at issue was not, as in Western Canada, as to the degree of recognition that should be conceded, but whether recognition of any kind should be granted. It is not necessary here to recite the precise circumstances; in earlier reports of proceedings under the statute the facts have been set forth fully. It was pointed out in a previous report bearing on the operations of the Industrial Disputes Investigation Act that disputes arising directly out of union recognition were peculiarly difficult of adjustment and have proved hardly susceptible to ordinary methods of conciliation. Inquiry into such disputes shows that agreement can be reached only by the abandonment on one side or the other of the matter of contention, there being no ground for a common point of view. This statement is sustained again by the result of the protracted struggle at Springhill when work was resumed without any agreement on the point mainly at issue,—that of union recognition. The strike at Springhill differs from that occurring in Western Canada in one important respect, the Springhill strike, declared in August 1909, did not begin until the matters in dispute had been passed upon by a Board of

Conciliation and Investigation, the requirements of the Industrial Disputes Investigation Act having been thus formally met; whilst as the paragraphs above printed have made it clear, the dispute in Western Canada was not referred to a Board until some time after work in the mines had ceased.

The loss by enforced idleness in these two strikes alone reaches very large figures; other illustrations might be given were it necessary to illustrate further the important part played in trade disputes within the past year by this question of union recognition. Generally it may be remarked that the 98 strikes in all industries reported to the Department of Labour as having occurred during the calendar year 1911 include not less than 15 cases in which union recognition or some aspect of the same was an important factor. These cases are treated in the report of the Department proper.

Proceedings Stayed by Injunction.

A dispute which requires mention in these remarks because of the judicial proceedings to which it gave rise was that between the Montreal Street Railway Company and its employees. The application was made on behalf of the employees who alleged dismissals by the Company showing discrimination against employees who had been members of the local Union, then recently formed, of the International Street Railway Employees' organization. Objection had been raised by the Company as to certain points of procedure but the Company had named a member of the Board and the Board was fully constituted, as it is believed, under the terms of the Act. The application was received on July 15, 1911, and a meeting of the Board, duly established, was called for August 15. On that date the Chairman of the Board was served with a petition for a writ of injunction asking that proceedings before the Board should be forbidden by the courts as being *ultra vires*, the petition in question being presented on behalf of the Montreal Street Railway Company. On August 15 judgment was given on this petition, directing the maintenance of the *statu quo*. On October 27 the Chairman of the Board was served with a copy of a judgment of the Superior Court, Montreal, authorizing the granting of a writ of prohibition against further procedure by the Board until final judgment had been rendered on the point raised by the Montreal Street Railway Company, relative to the constitutionality or unconstitutionality of the Industrial Disputes Investigation Act 1907, under which the Board in this matter had been constituted. The court proceedings in the matter had not been further advanced at the end of the fiscal year, and at present date of writing, so far as the Department has been able to learn, the judgment of the court has not been rendered. In the meantime there was no interruption of work on the part of employees concerned in the application, and the danger of a strike, which the applicants believed to exist, appears to have passed away.

The question raised in the proceedings at Montreal, as to the constitutionality of the Act, is necessarily of the highest importance; at the request of the Minister of Labour the Department of Justice undertook the defence of the constitutionality of the statute and counsel was duly instructed in the matter. In the meantime, as the present report will show, procedure under the Act was not generally affected and the question of constitutionality was not raised in the case of any other dispute.

Proceedings under the Act.

It will be interesting to glance in these introductory pages at the following points:

(1) The more important adjustments effected under the statute;
(2) The four several strikes which action under the Act did not avert or end;
(3) The proceedings under the Act during the five years from March 22, 1907, to March 31, 1912.

Then will follow the statistical summaries and re-capitulatory tables and the formal statements called for under the Act containing the text of all Board reports received during the year.

Some Important Adjustments.

A dispute which threatened serious public inconvenience concerned the Great North Western Telegraph Company of Canada and its telegraph operators, involving wages, hours and other conditions of employment, also alleging discrimination against certain employees on account of their connection with the Commercial Telegraphers' Union of America. The number of operators concerned in this matter was 200 directly and 1,100 indirectly. The report was signed by all three members of the Board, Messrs. Markey and Campbell each dissenting, on one point. The Department was subsequently informed of the acceptance of the Board findings by the Company and the employees affected.

The Board established to deal with a dispute between the Canadian Northern Coal and Ore Dock Company Limited of Port Arthur, Ont., and its employees, succeeded in bringing about a settlement effective for one year from the 1st of May, with provision for conference to renew an agreement for the ensuing year. The number of employees affected was given as 150 directly and 200 indirectly. The dispute concerned wages, compensation for overtime, and alleged discrimination on the Company's part against members of the Coal Handlers' Union. The agreement was reached by mutual concessions before the Board.

A joint dispute between the cities of Port Arthur and Fort William and their respective electrical employees resulted in the conclusion of an agreement between the parties for one year, to continue in force from year to year thereafter unless three months' notice of its termination was given by either party on or before April 1 of any year. The matters in dispute related to wages, hours, overtime, hours of payment, and alleged discrimination. The number of employees affected was given as 32 directly and 66 indirectly. In acknowledging receipt of the Board findings the City Clerk of Fort William stated that the same had been presented to the City Council at a meeting held on July 1 and that 'the members had expressed themselves as being entirely in accord with the award of the Board of Conciliation, and, as far as known, the terms of the award are perfectly satisfactory to the men. In acknowledging receipt of your report I was instructed to convey to your Department the thanks of the Council for the successful adjustment of this dispute between the electrical workers and this city.'

A dispute between the Pere Marquette Railway Company and its maintenance-of-way employees, to the number of 140, was settled before a Board by agreement on the several points at issue, which included wages, hours, and other conditions of employment. Following the publication of the Board findings a set of rules and rates of pay governing the Company's section foremen and section men in Canada was promulgated by the Company in the terms of the Board report. A letter was received in the Department from the employees'

representative stating that 'the employees of said Pere Marquette Railway are well pleased and satisfied with the report of the Board.'

Three disputes, in connection with which applications had been made for the establishment of Boards, were settled whilst proceedings were under way looking to the establishment of such Boards. (1) One of these disputes grew out of a reduction in wages among the section men employed by the Michigan Central Railway Company, 1,200 to 1,400 in number. Whilst communications were passing between the Department and the parties concerned relative to the granting of a Board an officer of the Department of Labour proceeded to St. Thomas and conferred with the parties. As a result the Company restored the scale of wages which had existed prior to May 1, 1911, and announced its willingness to re-engage its former employees, of whom a number had ceased work by way of protest against the Company's action. (2) Some differences occurred between the Quebec Central Railway Company and its telegraph and station employees, to the number of 70, growing out of a demand on the part of the latter for the adoption of a new schedule of rules and rates of pay. An officer of the Department of Labour visited Sherbrooke to confer with the parties. Later the Department was advised that an agreement had been reached, the application under the Industrial Disputes Investigation Act being accordingly withdrawn. (3) The third dispute affected the Quebec and Lake St. John Railway Company and its carmen, to the number of 80 directly and 15 indirectly. The dispute concerned wages and conditions of employment. The Railway Company's properties were in the hands of a receiver. An officer of the Department visited Quebec to confer with the parties concerned and a settlement was later reached by direct negotiation. Proceedings under the Act were accordingly discontinued.

All the disputes referred under the Act during the year, with one exception, related to industries to which the Act primarily applies. The exception was that of a dispute between the John Ritchie Company, William A. Marsh Company, Gale Brothers, and J. M. Stobo, boot and shoe manufacturers of the City of Quebec, and their employees, 68 of the latter being affected directly and 875 indirectly. The reference was made to a single Board by consent of all the parties concerned, and the Board findings, dealing with the wages paid for certain classes of work, were accepted by the employing Companies and the employees affected.

Four Strikes After Enquiry.

The cases in which strikes were not after enquiry either averted or ended were as follows:—(1) A dispute between the Coal Mining Companies comprising the Western Coal Operators' Association, operating mines in southeastern British Columbia and southern Alberta, and their employees to the number of approximately 6,000. The particulars of this dispute are mentioned on a previous page. (2) A dispute between the Hudson Bay Mining Company, of Gowganda, Ont., and employees, members of Gowganda Miners' Union of the Western Federation of Miners. This dispute grew out of an alleged reduction of wages in the Company's mines, the number of employees affected being about 30. The employees, refusing to accept the Board findings, declared a strike in the month of June. Operations were resumed in the mines at the end of July. A number of the Company's former employees remained, however, on strike throughout the ensuing summer, fall, and winter months. The employees, in the absence of a formal settlement, represented the strike as continuing. (3) A dispute between the Grand Trunk Pacific Railway Company and machinists and boilermakers in its employ,

to the number of 300. The differences related to wages, hours, and conditions of employment, and the employees' demand for a schedule of agreement. On October 6 the company closed down certain of its shops. On October 10 the employees declared a strike. Shortly afterwards the Board made its findings. The employees signified their willingness to accept the award. The findings were not accepted by the Company, which claimed to be paying the same scale of wages as competing railways in Western Canada. The Company claimed to be unaffected by the strike and the employees represented the strike as effective and in the absence of any formal settlement continued to make such representations to the close of the fiscal year. (4) A dispute between the Alberta Coal Mining Company, Limited, at Cardiff, Alta,. and employees, to the number of 80. The differences concerned related to wages and conditions of employment. After the Board findings had been communicated to the Company and employees concerned there was a cessation of work for a few days, following which the Department was informed by the Company that a settlement had been reached on the basis of the Board findings. The employees claimed that the Board findings were not accepted by the Company. Writing to the Department of Labour on January 13 Mr. George S. Montgomery, the Company's Manager, said 'We are satisfied that this is the proper way of settling disputes, and as far as we are concerned, we will do all in our power to see the law enforced.' The Company accepted the Report of the Conciliation Board and changed its scale of wages to conform thereto, which was only in minor points, and, as stated above, the business of mining coal has been resumed without any prospects of further trouble. In two cases Boards after establishment were prevented from effective work by circumstances of an unusual character. (1) In the case of a dispute at Port Morien, N.S., between the North Atlantic Collieries Company, Limited, and its employees, it proved that the Company concerned had gone into liquidation and operations had been discontinued. The Board reported formally on March 24, 1911, but obviously the reason for its establishment had ceased to exist. (2) The dispute between the Montreal Street Railway Company and its employees has been mentioned on a preceding page; in this case the Board was restrained by injunction from proceeding and the legal proceedings then commenced were not concluded at the close of the fiscal year.

Fourteen Strikes in Five Years.

Of the 124 disputes referred during the five years' life of the Act there have been, as previously stated, fourteen instances where the operation of the statute did not lead to agreement or otherwise avert the strike that had threatened. Four of these fourteen disputes concerned the railway industry, nine related to the mining industry, and the other one related to the street railway industry. In seven cases these disputes had to do in whole or in part with the question of alleged discrimination against or the recognition of certain labour unions. The fourteen disputes were the following:—

(1) Cumberland Railway & Coal Company of Springhill, N.S., and its employees; (2) Canadian Pacific Railway Company and its mechanical employees; (3) Nicola Valley Coal & Coke Company of Middlesboro, B.C., and its employees; (4) British Columbia Copper Company of Greenwood, B.C., and its employees; (5) Dominion Coal Company of Glace Bay, C.B., and its employees; (6) Cumberland Railway & Coal Company of Springhill, N.S., and its employees; (7) British Columbia Copper Company of Greenwood, B.C., and its employees; (8) Canadian Northern Railway Company and its carmen and steamfitters; (9) Grand Trunk Railway Company and its employees in train and yard service; (10) Winnipeg Electric Railway Company and its

employees; (11) Coal Mining Companies comprising the Western Coal Operators' Association and their employees; (12) Hudson Bay Mining Company of Gowganda, Ont., and its employees; (13) Grand Trunk Pacific Railway Company and its machinists and boilermakers; and (14) Alberta Coal Mining Company of Cardiff, Alta., and its employees.

In No. 1, the strike lasted from August 1, 1907, to August 31, 1907, when the employees returned to work on the conditions recommended in the report of the Board. In No. 2, the strike lasted from August 5, 1908, to October 5, 1908, when the employees returned to work on the conditions recommended in the report of the Board. In No. 3, the employees went on strike on April 28, 1909, during the process of establishing a Board, and returned to work early in June on lines recommended by the Board. In No. 4, the strike lasted from June 28 to July 24, 1909; in this case several reports were put in by the members of the Board, and the settlement was on the lines substantially of the Chairman's recommendations. In No. 5, the strike lasted from July 6, 1909, to April 28, 1910, when the employees returned to work on the lines recommended in the report of the Board, with such modifications as had been made in the same by an agreement subsequently effected. In No. 6, the strike lasted from August 9, 1909, to May 27, 1911, when a settlement was effected by negotiation between the parties. It should be noted that the parties concerned in Nos. 1 and 6 are identical. In No. 7, the strike lasted from April 19 to May 11, 1910, when the employees returned to work on the conditions recommended in the report of the Board. In Nos. 4 and 7 they are also identical. In No. 8, the strike lasted from July 7 to September 27, 1910, when the employees returned to work on the conditions recommended in the report of the Board. In No. 9, the strike lasted from July 18 to August 2, 1910, when a settlement was effected through Government intervention. In No. 10, the strike lasted from December 16 to December 31, 1910, when the strike was terminated through the efforts of a committee of citizens. In No. 11, the strike lasted from April 1, 1911, to the middle of November, when a settlement resulted from negotiations resumed at the instance of Hon. R. Rogers. It is understood that in drawing up the terms of settlement the report of the Chairman of the Board was taken as a basis. In No. 12, the strike occurred in the month of June last. Operations in the mines were, however, resumed in the month of July. A number of the Company's former employees at the close of the fiscal year declared the strike to be in continuance, no formal settlement having been reached. In No. 13, the Company's shops at Edmonton and Rivers, Alta., were closed down on October 6, last, and on October 10 the employees declared a strike which the employees stated at the close of the fiscal year to be still effective, though this was denied by the Company which claimed to be unaffected. In No. 14 the strike occurred in December last. Following the communication of the findings of the Board to the parties concerned there was a cessation of work for a few days. A settlement was, however, reached on the basis of the Board findings.

STATISTICAL STATEMENTS.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907—STATEMENT IN BRIEF FOR ONE YEAR.

TABLE SHOWING PROCEEDINGS UNDER ACT FROM MARCH 31 1911, TO MARCH 31, 1912.

	Applications concerning disputes in mines and public utilities							Applications concerning disputes in industries other than mines and public utilities.	Total Applications under Act	Total number of strikes not averted or ended.
	18							1		
	Concerning mines and smelters.		Concerning transportation and communication				Concerning civic employees.	Disputes referred by consent of parties concerned under section 63 of I.D.I Act, 1907.		
	13						2	1	19	4
	Coal Mines	Metalliferous Mines.	Railways.	Street Railways	Commercial Telegraphers.	Telephone Workers.	Electrical workers.			
Disputes referred for adjustment under Act	2	1	10	1	1	1	2	1	19	
Strikes not averted or ended	2	1	1	0	0	0	0	0		4

1—The proceedings under the Act during this year include one case in which certain proceedings had taken place during the preceding year, viz: a dispute between the Great North Western Telegraph Company of Canada and its telegraphers.

2—At the close of the financial year results were still pending in connection with two applications, viz: (1) application made on behalf of the employees of the Montreal Street Railway Company; and (2) application made on behalf of the railroad freight handlers and Railway clerks employed by the Canadian Pacific Railway Company at Winnipeg, Man.

INDUSTRIAL DISPUTES INVESTIGATION ACT—STATEMENT IN BRIEF FOR FIVE YEARS.

TABLE SHOWING PROCEEDINGS UNDER ACT FROM MARCH 22, 1907, TO MARCH 31, 1912.

	Applications concerning disputes in mines and public utilities. 120														Applications concerning disputes in industries other than mines and public utilities. 4	Total applications under Act.	Total strikes.
	Concerning mines and smelters. 47		Concerning transportation and communication. 70											Concerning civic employees 5		Disputes referred by consent of parties concerned under section 63 of I.D.I. Act, 1907. 4	124	14
	Coal Mines.	Metalliferous Mines.	Railways.	Street Railways.	Longshoremen.	Freight Handlers.	Teamsters.	Sailors.	Ship liners.	Deckhands.	Commercial Telegraphers.	Telephone Workers.	Labourers.	Electrical Workers.				
Disputes referred for adjustment under Act.	39	8	50	8	3	2	1	1	1	1	2	1	1	2	4	124	
Strikes not averted or ended.	6	3	4	1	0	0	0	0	0	0	0	0	0	0	0		14

1. At the close of the financial year results were still pending in connection with two applications, viz.: (1) application made on behalf of the employees of the Montreal Street Railway Company: and (2) application made on behalf of the railroad freight handlers and railway clerks employed by the Canadian Pacific Railway Company at Winnipeg, Man.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1911–1912.

A.—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC SERVICE UTILITIES.

1. Appointed by the Minister, under Section 8, Sub-section 1, of the I.D.I. Act, on recommendation from party concerned.
2. Appointed by the Minister, under Section 8, Sub-section 2, of the I.D.I. Act, in the absence of a recommendation from party concerned.
3. Appointed by the Minister, under Section 8, Sub-section 3, of the I.D.I. Act, on the joint recommendation of the two members first appointed.
4. Appointed by the Minister, under Section 8, Sub-section 4, of the I.D.I. Act, in the absence of a joint recommendation by the two members first appointed.

MINING AND SMELTING INDUSTRY.

1. Coal Mines.

Department of Labour, Canada.
Statistical Tables, XI., A.R., No. 6.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members. Board; (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1911							1911	1911	
April 13...	Western Coal Operators Association and employees, members of District No. 18, United Mine Workers of America.	Employees. .	Eastern British Columbia and Southern Alberta.	6,000 dir., an indefinite number indir.	Concerning making of new agreement.	Rev. C. W. Gordon, D.D., (c) 4. Colin Macleod., (E) 1. A. J. Carter (M) 1.	April 21...	July 10. July 11.	The employees concerned in this dispute ceased work on March 31, 1911, on the termination of a two years' agreement with the employing companies. A Board was established by request of the employees on April 13. The Board's report was accompanied by a minority report by Mr Carter. The Operators signified their willingness to negotiate an agreement along the general lines suggested by the Board in its majority report; the employees, on the other hand, accepting the minority report of Mr. Carter. The majority of the mines remained closed down until the middle of November, when a new agreement was signed by the parties concerned, effective to March 31, 1915.
Oct. 23....	Alberta Coal Mining Company Limited and employees.	Employer...	Cardiff, Alta..... .	80.....	Concerning wages and conditions of employment.	J. Norman Fraser (c) 3 O. Hannah (E) 1 Clement Stubbs (M) 1.	Nov. 27...	Dec. 12	Report was signed by all three members of the Board, with slight objections noted by MM. Hannah and Stubbs. After the award of the Board had been communicated to both parties concerned there was a cessation of work for a few days. The Department was later informed that a settlement had been reached on the basis of the Boards findings, and work resumed.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1911-12.

MINING AND SMELTING INDUSTRY

2. METAL MINES

Date of receipt of application.	Parties to Dispute.	Party making application	Locality	No. persons affected.	Nature of Dispute.	Names of Members Board: (C) Chairman; (■) Employer (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1911 May 25.	Hudson Bay Mining Company, Ltd., and employees, members Gowganda Miners' Union No. 154 Western Federation of Miners.	Employees. .	Gowganda, Ont	30	Concerning reduction in wages	George Ritchie, K. C. (c) 4. Prof. John Sharp, Duncan J. McDonell (M) 1.	June 9..	July 10....	Report of Board was accompanied by minority report signed by Mr. McDonnell. The employees, being unwilling to accept the Board report declared a strike of which no formal settlement was reported. Operations were resumed in the company's mine at the end of July.

TRANSPORTATION AND COMMUNICATION

1. RAILWAYS.

1911 May 11.	Michigan Central Railway Company and section men.	Employees. .	St. Thomas, Ont.	1,200 to 1,400	Concerning proposed reduction in wages				The employees concerned in this dispute ceased work on May 1, on account of a proposed reduction in their rate of pay. Application was later made by the employees for the establishment of a Board. Whilst communications were passing between the Department and the employees an officer of the Department proceeded to St. Thomas at the Minister's request for the purpose of conferring with the parties concerned. As a result the Company restored the scale of wages which had existed prior to May 1, 1911, and announced its willingness to re-engage those who had ceased work.
May 17. .	Canadian Northern Coal and Ore Dork Company Ltd., and employees, members of	Employees.. .	Port Arthur, Ont	150 dir. 200 indir.	Concerning wages and conditions of employment	His Honour Judge John McKay (c). George F. Horrigan (E) 1.	June 2 . .	June 19.	A unanimous report was presented by the Board in which it was stated that a settlement had been effected of all points at issue, an agreement effective

	Coal Handlers' Union No 319				Andrew Boyd (M) 1.			from May 1, 1911, to April 30, 1912, having been signed by both parties to.
May 17	Quebec and Lake St John Railway Company and carmen, members of the Brotherhood of Railway Carmen of America	Employees	Quebec, Que	80 dir 15 indir	Concerning wages and conditions of employment			Whilst proceedings looking to the establishment of a Board were in progress, the Department was informed that a settlement had been reached on the various points at issue.
July 18	Grand Trunk Railway Company and Machinists, members of the International Association of Machinists	Employees	G T R. System	2,000 dir 6,000 indir	Concerning demand for a new schedule of rules and rates of pay.	Hon Mr. Justice J. V. Teetzel (C) 3. Hon. Wallace Nesbitt, K.C. (E) 1. J. G O'Donoghue, (M) 1.	Oct. 11...	Oct. 23 . Report was signed by all three members of the Board, Mr. O'Donoghue, however dissenting in certain particulars. Department was informed that the findings of the Board were not acceptable to the employees concerned No cessation of work however, occurred.
July 31	Grand Trunk Pacific Railway Company, and Machinists members of the International Association of Machinists	Employees	G T P. Ry System	150	Concerning wages, and hours, and conditions of employment, also demand schedule.	Dr. J W. Sparling, (C) 4. Rev J. L. Gordon (E) 2. Thos. J. Murray, (M) 1.	Oct 12	Oct 28 A unanimous report was presented by the Board which was favourable to the employees concerned and was accepted on their behalf. The Company, in a letter dated November 2, declined to accept the Board's findings. On October 6, the Company's shops at Edmonton and Rivers were closed down and the employees concerned declared a strike in October 10, which was still in progress on March 31, 1912.
Aug 8	Grand Trunk Pacific Railway Co, and boilermakers, members of the International Brotherhood of Ship Builders and Boilermakers, Iron Helpers of America	Employees	G T P Ry System	150	Concerning wages, hours and conditions of employment, also demand for schedule.			

1 The two applications here recorded are regarded as one in the tabular statement
2 Honourable Walter Nesbitt, K C , was at first appointed a member of the Board, but, being unable to act, withdrew on October 5.

1911 Sept 11	Canadian Pacific Rail way Company and various employees, members of the Canadian Brotherhood of Railroad Employees	Employees	Calgary and Medicine Hat, Alta.	6,500 dir 6,500 indir	Concerning alleged discrimination against members of Union.	John Anthony McDonald (M) 1.		Proceeding discontinued.
Nov 14	Quebec Central Railway Company, and telegraph and station employees members of the Order of Railroad Telegraphers.	Employees...	Quebec Central Railway lines.	70	Concerning demand for a new schedule of rules and rates of pay.	. . . . .	. . . . .	.. Pending establishment of Board, a settlement was arrived at.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

PROCEEDINGS 1911-12.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1911 to March 1912.

II. TRANSPORTATION AND COMMUNICATION—*Con.*

1. RAILWAYS—*Con.*

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members. Board; (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
Dec. 12...	Michigan Central Railroad Company and station agents, telegraph and telephone operators, and tower men, members of the Order of Railroad Telegraphers.	Employees....	M.C.R. lines in Canada	115 dir.... 3,000 indir	Concerning demand for the adoption of certain amendments to the existing schedule.	Peter McDonald, (C) 4. J. E. Duval (E) 1. J. G. O'Donoghue, (M) 1.	Jan. 17	Mar 12.	Report of Board was accompanied by a minority report signed by Mr. Duval As a result of the enquiry the Company granted an increase of wages and made certain modifications in its rules governing the employment of its station agents, telegraphers, etc., No cessation of work occurred.
Dec 29....	Pere Marquette Railway Company and maintenance-of-way employees and pump men members of the International Brotherhood of Maintenance-of-Way	Employees..	Buffalo Division of the Pere Marquette Railway.	140	Concerning wages, hours and demand for a set of rules governing both the foregoing.	Hon. Chief Justice Sir Glenholme Falconbridge (C) 3. Hon. Wallace Nesbitt, K.C. (E) 1. J. G. O'Donoghue, (M) 1.	Jan. 20	Feb. 19...	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute which were accepted by both parties concerned.
1912 Mar. 11 ..	Canadian Pacific Railway Company, and railroad freight handlers and railway clerks members of Winnipeg Division, No. 177, Brotherhood of Railroad Freight Handlers, and Railway Clerks.	Employees..	Winnipeg, Man	220 dir... 230 indir	Concerning alleged discrimination by Company against members of the Union.	Chas. P. Fullerton, (E) 2. Thos J. Murray, (M) 1.	..	.	At the close of the fiscal year the Board had not been completed by the appointment of a chairman.

2. STREET RAILWAY.

1911 June 19 .	Montreal Street Railway Company and employees, members of the Amalgamated Associa-	Employees ..	Montreal, Que...	30 dir... 1,970 indir	Concerning dismissal of certain employees and alleged discrimination	Hon. Justice Thos Fortin (C) 4. J. L. Perron, K.C (E) 1.	Aug. 11	.....	Board restrained from proceeding by order of Court pending determination of an application by the Company to the Superior Court for a writ of in-

	tion of Street and Electric Railway Employees of America No. 328				against them as members of Union	Charlemagne Rodier (M) 1.			junction, declaring the Industrial Disputes Investigation Act to be ultra vires.

3. COMMERCIAL TELEGRAPHY.

1911 Mar. 3	Great North Western Telegraph Company of Canada and telegraphers, members of the Commercial Telegraphers Union of America	Employees	All offices operated by the G N W. Telegraph Co., of Canada	200 dir... 1,100 indir	Concerning wages and conditions of employment; also alleged discrimination against members of the Union	Hon. Mr. Justice J. V. Teetzel (C) 3. Frederick H. Markey (E) 1. D. Campbell (M) 1.	Mar. 30	July 17. ..	Report of Board was signed by all three members, Mr. Markey and Mr. Campbell, however, each dissenting on one point. The findings of the Board were accepted by both parties concerned.

4. TELEPHONES.

Sept. 6	British Columbia Telephone Company and employees, members of Local Union 213, International Brotherhood of Electrical Workers	Employees .	Lines of the B C. Telephone Company.	220 ...	Concerning wages and Company's attitude toward Union men.	John H. Senkler, K. C., (C) 3. William M. Barker, (E) 1. Chs. Enright (M) 1.	Oct. 6. . .	Nov. 28. .	Report of Board was accompanied by a minority report signed by Mr. Barker. The Department was not informed of the acceptance or non-acceptance by either party of the Board's findings. No cessation of work however, occurred

III. MUNICIPAL PUBLIC UTILITIES.

May 27	Cities of Port Arthur and Fort William, Ont., and electrical workers, members of International Brotherhood of Electrical Workers of America, Local Union No. 339.	Employees	Port Arthur and Fort William, Ont.	32 dir . . . 66 indir.	Concerning wages and hours.	Rev. S. C. Murray, D D., (C) 3. J. Dix Fraser (E) 1. C. W. Foster (M) 1.	June 8. . .	July 3. .	A unanimous report was presented by the Board in which it was stated that an agreement had been signed by both Cities and their electrical workers, the agreement being effective for one year, from June 1, 1911.
May 29	City of Edmonton, Alta and electrical workers, members of International Brotherhood of Electrical Workers of America, Local Union No. 544	Employees .	Edmonton, Alta .	35	Concerning wages and conditions of employment	Hon. Mr. Justice H. C. Taylor (C) 3. Arthur W. Ormsby, (E) 1 W. Symonds (M) 1.	June 9. . .	July 5. . .	A unanimous report was presented by the Board in which it was stated that a schedule of wages and a set of rules for each department had been drawn up and accepted by both parties to the dispute effective from July 1, 1911, to May 1, 1913.

B.—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC UTILITIES.

Apr. 3 .	John Ritchie Company Limited, William A Marsh Company Limited; Gale Bros., and J. M. Stobo Boot and Shoe Manufacturers, Quebec, and employees	Employees.	Quebec, Que .	68 dir. 875 indir	Concerning wages	Dr. G. W. Jolicœur, (C) 3. Felix Marois (E) 1. Joseph Alphonse. Langlois (M) 1	Apr. 24...	June 26....	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute. It was understood that the Board's findings were accepted by the parties concerned.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1910 1911.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1910 to March 1911

A MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC SERVICE UTILITIES.

1 Appointed by the Minister, under Section 8, Sub-section 1, of the I.D.I. Act, on recommendation from party concerned.
2 Appointed by the Minister, under Section 8, Sub-section 2, of the I.D.I. Act, in the absence of a recommendation from party concerned
3 Appointed by the Minister, under Section 8, Sub-section 3, of the I.D.I. Act, on the joint recommendation of the two members first appointed
4 Appointed by the Minister, under Section 8, Sub-section 4, of the I.D.I. Act, in the absence of a joint recommendation by the two members first appointed

I. MINING AND SMELTING INDUSTRY.

1 Coal Mines.

Department of Labour, Canada, Statistical Tables, XI., A R., No. 8

Date of receipt of application	Parties to Dispute	Party making application	Locality	No. persons affected	Nature of Dispute	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men	Date on which Board was constituted	Date of receipt of report of Board.	Result of reference
1910 Jan 5	Alberta Coal Mining Company and employees	Employer	Cardiff, Alta.	35 dir. 25 indir.	Concerning wages and conditions of employment.	R. G. Duggan, (C)[3] J. O. Hannah, (E)[1] Clement Stubbs (M)[1]	Jan. 17	Apr. 2	A unanimous report was presented by the Board making certain recommendations for the settlement of the dispute, which were understood to have been accepted by both parties concerned; a strike being thereby averted.
Apr. 18	Canadian American Coal & Coke Company and employees, members of Frank Local No 1263, U.M.W.A.	Employer.	Frank, Alta	262	Concerning making of new agreement and recognition of U.M.W.A.	J. S. G. VanWart (C)[4], Colin MacLeod (E)[1], Clement Stubbs (M)[1]	Apr. 29	June 4	Settlement arrived at by Chairman without Board being formally convened; settlement effective to March 31, 1911.
Oct 26	Crow's Nest Pass Coal Company, Limited, and employees, members of District No 18, U.M.W.A.	Employees	Fernie, B.C.	3,000	Concerning alleged breach of agreement and increased charge for special train	J. S. G. VanWart (C)[4], W. S. Lane, (E)[1] Clement Stubbs (M)[1]	Nov. 18	1911 Feb. 18	Board effected settlement which was understood to be acceptable to both parties concerned, a strike being thereby averted.
1911 Jan 16	North Atlantic Collieries Company, Limited and employees, members of Local Union, No 2173, District No 26, U.M.W.A.	Employees	Port Morien, N.S.	110 dir. 150 indir	Concerning reduction in wages and conditions of employment	Prof. Robt. Magill (C)[1]. Duncan G. MacDonald (E)[2]. Alexander McKinnon, (M)[1]	Mar. 9	Mar. 23	During proceedings for establishment of Board, Company went into liquidation and mines were accordingly closed down.

1911 Jan	7	The Wettlufer Silver Mining Company, Limited, and certain employees	Employees	South Lorrain, Ont	35 dir 30 indir.	Concerning reduction in wages	George Ritchie, (C)[1], R. F. Taylor, (E)[1], Chas. H. Lowthian, (M)[1].	1911 Feb.	20	1911 Feb.	28 A unanimous report was presented by the Board making certain recommendations for settlement of dispute. No cessation of work occurred.

II. TRANSPORTATION AND COMMUNICATION.

1 Railways.

1910 Mar	17	Toronto, Hamilton and Buffalo Railway Company and its conductors, baggagemen, brakemen and yardmen	Employees	All lines of T., H. & B. Railway	101	Concerning employees' demand for increased compensation and improved conditions	J. E. Atkinson, (C)[1], F. H. McGuigan (E)[1] J. G. O'Donoghue, (M)[1].	Apr.	6		Agreement was reached between parties concerned without Board having been convened. The terms of settlement of this dispute were understood to correspond closely to the terms of settlement of a similar dispute between the C.P.R., and its employees in train and yard service.
Mar	17	Canadian Pacific Railway Company and its conductors, baggagemen, brakemen and yardmen	Employees	All lines of C.P. Railway	4,360	Concerning employees' demand for increased compensation and improved conditions	J. E. Atkinson (C)[1], Wallace Nesbitt (E)[1] J. G. O'Donoghue (M)[1].	Mar	31	June	22 Report of Board was accompanied by a minority report signed by Mr. J. G. O'Donoghue, member appointed on the recommendation of the employees. Upon receipt of these reports negotiations were resumed between the Company and the employees concerned which resulted, on July 21, in an agreement to continue in force until terminated by thirty days' notice in writing. The agreement was understood to be in some respects similar to, but in other particulars different from the terms of settlement proposed by the Board, and was said to correspond closely both in respect of rates of wages and rules to "standard" rates and rules existing on a number of the principal railway systems in the Eastern States.
1910 Mar	17	Grand Trunk Railway Company and its conductors, baggagemen, brakemen and yardmen	Employees	All lines of G.T.R. System	3,017	Concerning employees' demand for increased compensation and improved conditions.	J. E. Atkinson, (C)[1], Wallace Nesbitt (E)[1] J. G. O'Donoghue, (M)[1].	Apr.	6	June	22 Report of Board was accompanied by a minority report signed by Mr. Wallace Nesbitt, K.C., member appointed on the recommendation of the Company. Upon receipt of these reports negotiations were resumed between the Company and the employees concerned for settlement of the differences in question. These negotiations were continued up till July 18, when a strike was declared of the employees concerned. Strike continued up till August 2, when it was announced that a settlement had been arrived at through Government intervention, the strike being declared off.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

PROCEEDINGS 1910 1911.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1910 to March 1911.

II.—TRANSPORTATION AND COMMUNICATION—*Con.*

1. RAILWAYS—*Con.*

Date of receipt of application.	Parties to Dispute.	Party making application	Locality	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employee; (M.) Men.	Date on which Board was constituted.	Date of receipt of report of Board	Result of reference.
Mar 19	Grand Trunk Pacific Railway Company and telegraph and station employees.	Employees..	G T.P. Lines.	75	Concerning rules and rates of pay.	His Honour Judge D. McGibbon, *(C)*[2]. Donald Ross, *(E)*[2]. W. T. J Lee, *(M)*[1].	Apr. 22	July 7	A unanimous report was presented by the Board which made certain recommendations for the settlement of the dispute No cessation of work occurred.
Mar 22	Dominion Atlantic Railway Company and employees.	Employees....	Kentville, N S. .	4 dir. . 25 indir.	Concerning terms of employment and dismissal of certain employees.	Honourable John N Armstrong *(C)*[4]. McCallum Grant *(E)* Aaron A. R. Mosher *(M)*[1].	Apr 29	May 12	Report of Board was accompanied by a minority report signed by Mr. Aaron A. R. Mosher, member appointed on behalf of the employees which was accepted by them. The Department was informed by the Company that there would be no discrimination on its part between union and non-union men. No cessation of work occurred.
May 2	Canadian Northern Railway Company and its blacksmiths, members of Blacksmiths' Railway Union, No. 147.	Employees . .	Winnipeg, Man . .	30	Concerning demand for new working agreement, increased wages and shorter hours.				No Board established, settlement having been arrived at between the parties concerned.
1910 May 2	Canadian Northern Railway Company and its blacksmiths' helpers, members of Blacksmiths Helpers' Lodge No. 335.	Employees .	Winnipeg, Man..	Between 30 and 40	Concerning demand for new working agreement, increased wages and shorter hours.	. ..		... ..	No Board established, settlement having been arrived at between the parties concerned.
May 2	Canadian Northern Railway Company and its machinists, members of Fort Garry Lodge, No. 189, International Association of Machinists.	Employees . .	Winnipeg, Man.. .	325	Concerning demand for new working agreement and increased wages.	. ...		.. ..	No Board established, settlement having been arrived at between the parties concerned.

May	2	Canadian Northern Railway Company and its machinists' helpers, members of Federal Union, No 4	Employees..	Winnipeg, Man.	57	Concerning demand for new working agreement, increased wages and shorter hours.	... .	... ..	... ..			No Board established, settlement having been arrived at between the parties concerned.
May	1	Canadian Northern Railway Company and its moulders, members of Moulders' Union, No 174.	Employees..	Winnipeg, Man	13	Concerning demand for new working agreement, increased wages and shorter hours.	.. ..	... ..	.. .			No Board established, settlement having been arrived at between the parties concerned.
May	2	Canadian Northern Railway Company and certain employees, members of Brotherhood of Railway Carmen, Northern Star No 371, and Plumbers, Gas and Steamfitters' Union, No 179	Employees	Winniper, Man.	432	Concerning demand for new working agreement, increased wages and shorter hours	Wm. Elliott Macara (*C*)[1]. David H. Cooper (*E*)[1]. Philip C Locke (*M*)[1].	May	23 June	28		Board presented a unanimous report making certain recommendations for a settlement. Award was not accepted by employees concerned, some of whom declared strike on July 7. Strike continued until September 27, when the men returned to work on the terms of the Board's award.
May	2	Canadian Northern Railway Company and its boilermakers, boilermakers' specialists and boilermakers' helpers, members of Boilermakers and Iron Ship Builders of America, Fort Garry, No. 451, and Boilermakers, Iron Ship Builders and Helpers, No 212	Employees .	Winnipeg, Man	170	Concerning demand for new working agreement, increased wages and shorter hours	David H Cooper (*E*)[1].	... .	. .			Pending establishment of Board a settlement was arrived at between parties concerned.
June	23	Intercolonial & Prince Edward Island Railways and telegraphers, train despatchers and station agents, members of Order of Railroad Telegraphers.	Employees .	Canadian Government Railway System	490	Concerning proposed amendments to schedule and alleged mistreatment of certain employees.	His Honour Judge John A. Barron, (*C*)[2] J. H. Gilmour, (*E*)[1]. J. G. O'Donoghue, (*M*)[1].	1911 Jan.	4	1911 Feb.	20	Establishment of Board was postponed owing to arrangements being made for a conference between the Government Railways Managing Board and representatives of the employees concerned. A request was received from the employees on November 14, 1910, for a Board, no settlement having been arrived at. A unanimous report was received making certain recommendations for the settlement of the dispute, which were accepted by the Government Railway Managing Board and by the employees.
June	28	Grand Trunk Railway Company and brass workers in Montreal, members of Brass Workers, Local 320.	Employees .	Montreal, Que . ..	24	Concerning demand for minimum rate of 30 cents per hr	A. G. B. Claxton (*C*)[3] Wm. Aird (*E*)[1]. C Rodier (*M*)[1].	July	13	July Aug	30 2	Report of Board was accompanied by a minority report, signed by Mr. Wm. Aird, member appointed on behalf of the Company. Report was accepted by the employees concerned. No cessation of work occurred.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

PROCEEDINGS 1910-1911.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31 1910 to March 1911.

II. TRANSPORTATION AND COMMUNICATION—*Con.*

1 RAILWAYS—*Con.*

Date of receipt of application	Parties to Dispute.	Party making application	Locality	No persons affected	Nature of Dispute	Names of Members of Board: (C) Chairman; (E) Employer; (M.) Men.	Date on which Board was constituted.	Date of receipt of report of Board	Result of reference.
Sept 3	Canadian Pacific Railway Company and maintenance-of-way employees	Employees	C P.R System in Canada.	4,000	Concerning demand for increased wages and revision of schedule.	His Honour Judge D McGibbon (*C*)[1]. F. H. McGuigan (*E*)[1] W. T. J. Lee (*M*)[1]	Sept 21	1911 Mar. 1 Mar. 4	Report of Board was accompanied by a minority report signed by Mr. F. H. McGuigan, member appointed on behalf of the Company. Department was informed that the majority report was accepted by Company and employees concerned.
Sept 3	Grand Trunk Pacific Railway Company and maintenance-of-way employees	Employees	Whole system of G T P Railway.	1,000	Concerning demand for increased wages and revision of schedule.	His Honour Judge D McGibbon (*C*)[1]. J. W. Dawsey (*E*)[1]. W. T J. Lee (*M*)[1].	Sept. 21	Jan. 7	Report of Board was accompanied by a minority report signed by Mr. J. W. Dawsey, member appointed on behalf of the Company. Report was accepted on behalf of employees concerned. The Company, however, declined to be bound by the Board findings. No cessation of work occurred.
	Canadian Northern Railway Company and maintenance of-way employees.	Employees	C N R System in Canada	1,800	Concerning demand for increased wages and revision of schedule.	His Honour Judge D McGibbon (*C*)[1]. F. H McGuigan (*E*) W. T. J. Lee, (*M*)[1].	Sept. 22	Mar. 2 Mar. 10	Report of Board was accompanied by a minority report signed by Mr. F. H. McGuigan, member appointed on behalf of the Company. Employees accepted Board findings. Company, however, declined to be bound by the same, but accepted instead the minority report. No cessation of work occurred.
1911 Feb 10	Kingston & Pembroke Railway Company and firemen and hostlers, members of the Brotherhood of Locomotive Firemen and Enginemen.	Employees..	Kingston, Ont	11 dir. . 20 indir	Concerning demand for increased wages and revision of rules.				Department advised parties concerned that further effort should be made to effect settlement and on March 11, 1911, was informed that an amicable settlement had been arrived at.

2. Street Railways.

1910												
July	5	Toronto Railway Company and employees, members of Toronto Railway Employees' Union, No. 113.	Employees	Toronto, Ont.	1,300	Concerning demand for new working agreement.	His Honour Judge John A. Barron (*C*)[3]. J. P. Mullarkey, (*E*)[1] J. G. O'Donoghue, (*M*)[1].	July	16 Aug.	20	A unanimous report was presented by Board making certain recommendations for settlement of dispute, which were accepted by both parties concerned.
Aug	22	British Columbia Electric Railway Company and linemen, members of Local No. 213 International Brotherhood of Electrical Workers	Employees.	Vancouver and vicinity	50	Concerning demand for dismissal of foreman of linemen	A. E. Beck (*E*)[1]. Jas H. McVety (*M*)[1]		Sept.	12	Constitution of Board not completed, the parties concerned having arrived at a settlement of the matters in dispute.
Oct.	22	Winnipeg Electric Railway Company and conductors and motormen, members of Amalgamated Association of Street Railway Employees of America, Local, No. 99	Employees	Winnipeg, Man.	603	Concerning alleged discrimination against certain employees, members of Amalgamated Association of Street Railway Employees.	W. J. Christie (*C*)[1]. Capt. Wm. Robinson (*E*)[1]. L. L. Peltier (*M*)[1].	Nov.	11 Dec.	13	Report of Board was accompanied by a minority report signed by Mr. L. L. Peltier, member appointed on the recommendation of the employees concerned. Employees ceased work on December 16, 1910, to enforce their demand for reinstatement of four discharged employees. A settlement was effected through the intervention of Citizens' Committee by which strike was terminated on December 31, 1910.
									Dec	15	

3. Shipping.

Mar	14	Allan Line, Donaldson Line, Thomson Line, Leyland Line, White Star-Dominion Line, Canada Line, South African Line, Mexican Line, Manchester Liners, Black Diamond Line, Head Line, Canadian Pacific Railway Line, and all other owners of steamships navigating to Montreal and Syndicated Longshoremen of Montreal.	Employees.	Montreal, Que.	1,800	Concerning wages and conditions of employment.	Honourable Mr. Justice T. Forin (*C*)4. Wm. Lyall, (*E*)1. Gustave Francq (*M*) 1	Apr.	7 Apr.	20	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by both parties concerned, an agreement being entered into effective for a period of five years In connection with the same a permanent Board of Conciliation was established to settle such grievances as might from time to time be complained of.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1910–1911.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1910 to March 31, 1911.

II.—TRANSPORTATION AND COMMUNICATION—*Con.*

3.—Shipping—*Con.*

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members. Board: (C) Chairman; (E) Employer; (M.) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1910 Aug. 8	Allan Line, Donaldson Line, Thomson Line, Leyland Line, White Star-Dominion Line, Canada Line, South African Line, Mexican Line, Manchester Liners, Black Diamond Line, Head Line, Canadian Pacific Railway Line and all other owners of vessels navigating in the Port of Montreal and the Ship Liners of the Port of Montreal.	Employees....	Montreal, Que.....	200	Concerning wages, hours, and conditions of employment.	W. D. Lighthall (*C*)1 J. Herbert Lauer (*E*) 1. Geo. Poliquin (*M*) 1.	Aug. 22	Sept. 16 Sept. 17	Report of Board was accompanied by a minority report signed by Mr. J. Herbert Lauer, member appointed on the recommendation of the Shipping Federation of Canada. The report was acceptable to the employees concerned; the Shipping Companies, however, in a communication addressed to the Department, expressed themselves as unable to accept the majority report. No cessation of work occurred.
Sept. 10	Canadian Pacific Steamship Company and its employees commonly known as deckhands, at Vancouver and Victoria, members of Sailors' Union of the Pacific.	Employees....	Vancouver and Victoria, B.C.	86 dir... 50 indir.	Concerning wages, hours and conditions of employment.	His Honour Judge W. W. B. McInnes (*C*)3. G. E. McCrossan (*E*) 2. J. H. McVety (*M*) 1.	Oct. 27	Nov. 28	A unanimous report was presented by Board making certain recommendations for the settlement of the dispute, which were accepted by the employees concerned. The Company maintained that it had no dispute with its employees and that, therefore, no action on its part was necessary. No cessation of work occurred.

4. Commercial Telegraphers.

June 23	Canadian Pacific Railway Company and commercial telegraphers, members of Com-	Employees....	Commercial Telegraph lines of C.P. Railway.	600	Concerning wages and conditions of employment.	J. E. Duval (*C*)3. F. H. McGuigan (*E*)1 D. Campbell (*M*)1.	July 7	July 25	A unanimous report was presented by Board in which it was stated that an agreement was concluded between the parties concerned on all points at issue.

		mercial Telegraphers' Union of America.									
1911 Mar.	3	Great North Western Telegraph Company of Canada and telegraphers, members of Commercial Telegraphers' Union of America.	Employees.	All offices operated by the G.N.W. Telegraph Company of Canada.	200 dir. 1,100 indir	Concerning wages and conditions of employment.	Hon. Mr. Justice J. V. Teetzel (*C*)3. Frederick H.. Markey (*E*)1. D. Campbell (*M*)1.	Mar.	30	.....	Proceedings unfinished.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1909 1910.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1909 to March 1910.

1 Appointed by the Minister, under Section 8, Sub-section 1, of the I D.I. Act, on recommendation from party concerned.
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3. Appointed by the Minister, under Section 8, Sub-section 3, of the I D.I. Act, on the joint recommendation of the two members first appointed.
4 Appointed by the Minister, under Section 8, Sub-section 4, of the I,D.I. Act, in the absence of a joint recommendation by the two members first appointed.

MINING AND SMELTING INDUSTRY.
1. Coal Mines.

Department of Labour, Canada,
Statistical Tables, XI , A.R., No. 7.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute	Names of Members. Board; (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1909 Mar. 4	Dominion Coal Company and employees, members of United Mine Workers of America.	Employees.	Glace Bay, C B.	3,000.	Alleged discrimination against certain employees, members of United Mine Workers of America.	His Honour Judge Wallace, (c) 4. G. S. Campbell (e) 2. Daniel McDougall, (m) 1.	Mar. 22...	Apr 16	The Board did not present a unanimous report, Mr. McDougall presenting the minority report. The Board found against the contentions of the men, and the latter refusing to accept the findings struck, on July 6. It was claimed by the Company that the output coal from its mines had practically ceased to be affected during the winter months following, although a considerable number of workmen, members of the United Mine Workers of America, remained on strike at the end of March, 1910.
Apr 13.	Nicola Valley Coal & Coke Company and employees.	Employees..	Middlesboro, B.C	150	Alleged discrimination against certain employees.	His Honour Judge P. S. Lampman, (c) 3. Thos. Kiddie, (e) 1. Thos. Chas. Brooke, (m) 1.	May 7....	June 3 . . . June 16. . . June 11. . .	The report of the Board was accompanied by a minority report signed by Mr. T. C. Brooke, the member appointed on behalf of the employees. The report was not accepted by either party, and whilst proceedings were pending for the establishment of a Board in this case the employees ceased work on April 28, and remained on strike until the month of June. On June 15, the Department was informed that an understanding had been reached between the management and the men.

1909									
Apr 26	Nova Scotia Steel & Coal Company, Ltd., and employees	Employees	Sydney Mines, C B.	340	Wages and condition of labour and recognition of United Mine Workers of America	His Honour Judge J. P. Chipman (c) 4 His Honour Judge MacGillivray (e) 2 D McDougall (m) 1	June 23.	July 23	The report of the Board was accompanied by a minority report, signed by Mr. D McDougall, member appointed on behalf of the employees. The report of the Board found against the claims of the employees. There was, however, no cessation of work, the threatened strike being averted.
May 8.	Western Coal Operators' Association, comprising Alberta Railway & Irrigation Company H. W. McNeill Company; Pacific Coal Company; Leitch Collieries Limited; Western Canadian Collieries, Limited; International Coal & Coke Company, Limited, and Hosmer Mines, Limited, and their employees.	Employees.	Lethbridge, Coleman, Lille, Bankhead, Hillcrest, Bellevue, Passburg, Canmore, and Taber, Alta., Hosmer and Frank, B C.	2,100..	Wages and conditions of labour.	Rev Hugh Grant (c) 4. Colin Macleod (e) 1. F. H. Sherman (m) 1.	May 15.	June 21. June 23.	The report of the Board was accompanied by a minority report, signed by Mr. Colin Macleod, which was, however, in substantial agreement with that of the Board. The report was not definitely accepted by either party, but conferences between the employers and the employees followed its publication, with the result that an agreement was reached, closely following the terms of the award, effective to March 31, 1911. The employees, who had been on strike from April 1, resumed work on July 1.
May 10	Cumberland Railway & Coal Company and employees	Employees	Springhill, N S.	1,500..	Wages and conditions of labour and recognition of United Mine Workers of America.	Hon. Mr. Justice Longley (c) 4. Chas. Archibald (e) 2. E. B. Paul (m) 1.	June 5...	July 23..	The report of the Board was accompanied by a minority note, signed by Mr. E. B Paul, the member appointed on behalf of the employees. The Board's findings were substantially in favour of the Company. The award was not, however, accepted by the employees, and a strike was declared on August 9, which resulted in the closing down of the Company's mines until early in the month of March, 1910, when operations were resumed on a limited scale.
June 15	Canada West Coal Company and employees.	Employer.	Taber, Alta.....	300 ...	Wages and conditions of labour.	His Honour Judge R. Winter (c) 3. Colin Macleod (e) 1 W. C. Simmons (m) 1.	July 3...	July 19...	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. An agreement based on the findings of the Board was subsequently signed by the parties concerned, effective from July 30, 1909, to March 31, 1911. The employees who had been on strike from April 23, returned to work on July 30.
Nov. 18	Edmonton Standard Coal Company, Ltd., and employees.	Employer..	Edmonton, Alta. ...	75	Wages and dismissal of employees.	Geo. F. Cunningham (c) 3. Frank B. Smith (e) 1. Clement Stubbs (m) 1.	Dec. 2...	Dec. 27.	A unanimous report was presented by the Board making certain recommendations for the settlement of the dispute, which were accepted by the parties concerned, a strike being thereby averted.
Dec. 2.	James W. Blain, contractor for output of Cardiff Coal Company, Limited and employees	Employer...	Cardiff, Alta.....	60 dir .. 15 indir.	Wages and condition of employment.	....	.....	... .	Proceedings in connection with the application were discontinued in view of an agreement being reached by the parties concerned.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1909 1910.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1909 to March 1910.

MINING AND SMELTING INDUSTRY—*Con.*

1. Coal Mines—*Con.*

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members. Board; (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1910									
Jan. 5...	Alberta Coal Mining Company and employees.	Employer.....	Cardiff, Alta.....	35 dir .. PP25 indir	Wages and conditions of employment.	R. G. Duggan (C) 3. J. O. Hannah (E) 1. Clement Stubbs (M) 1.	Jan. 17 ...	.....	Proceedings unfinished.

2. Metal Mines.

1909									
April 5..	British Columbia Copper Company and employees.	Employees....	Greenwood, B.C.....	225.....	Alleged discrimination against certain employees.	His Honour Judge P. E. Wilson (C)[1]. Edward Cronyn (E)[4] 1. John McInnis (M)[1].	April 20 .	May 29 June 3. June 11.	Three separate reports were presented in this case, the Company expressing willingness to accept that of the Chairman as a basis of settlement, while the men accepted the report of Mr. John McInnes. The men declared a strike on June 28, which continued until July 24.
1910									
Jan. 8,....	British Columbia Copper Company and employees.	Employer. ...	Greenwood, B.C.....	350.....	Employees unwillingness to work with non-union men.	J. H. Senkler (C)[4] . John A. Mara (E)[1]. John McInnis (M)[1].	Jan. 10 ..	Mar. 29...	The report of the Board was accompanied by a minority report, signed by Mr. John McInnis. The Board's report was substantially in favour of the Company. The employees concerned being unwilling to concur in the findings of the Board a strike was declared on April 19, and continued until May 11, when the employees returned to Company's service on terms of Board's award.

1908 Dec. 26.	Kingston & Pembroke Railway Company and employees, members of Order of Railroad Telegraphers.	Employees.	Kingston & Pembroke Railway System.	19 dir. .. 1,600 indir	Wages and conditions of labour	His Honour Judge Gunn (C)[4]. J. L. Whiting, K.C (E)[1]. J. G. O'Donoghue (M)[1].	Jan. 15.	April 22...	A unanimous report was presented by the Board which made certain recommendations for the settlement of dispute. The report, with recommendations, was accepted subsequently by both parties, a strike being thereby averted.
1909									
May 7.....	Canadian Pacific Railway Company and railroad telegraphers in its employ.	Employees....	Canadian Pacific Railway lines.	1,600.....	Concerning alleged unfair dismissal and breach of contract.	Hon. Mr. Justice Fortin (C)[4]. Wallace Nesbitt, K.C. (E)[1]. W. T. J. Lee (M)[1].	May 29...	June 11....	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were subsequently, in correspondence with the Department, accepted by both parties concerned, a strike being thereby averted.
June 3.....	Grand Trunk Pacific Railway Company and engineers, firemen, conductors, brakemen, baggagemen and yardmen in its employ.	Employees....	Grand Trunk Pacific lines.	300 . . .	Wages and conditions of labour.	Hon. R. F. Sutherland, M.P. (C)[4]. F. H. McGuigan (E)[1]. J. G. O'Donoghue (M)[1].	June 24...	Aug. 14...	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute and no cessation of work occurred, the threatened strike being averted.
June 8. ..	Canadian Northern Railway Company and its maintenance-of-way employees.	Employees....	Canadian Northern Railway lines west of Port Arthur.	1,100 dir. 700 indir.	Wages and conditions of labour.	His Honour Judge R. M. Myers (c)4. W. J. Christy (E)[1]. J. G. O'Donoghue, (M)[1].	June 24....	July 21....	The report of the Board was accompanied by a minority report, signed by Mr. W. J. Christie. The findings of the Board were subsequently accepted by both parties to the dispute, a strike being therby averted.
Aug 11..	Intercolonial Railway of Canada and its roundhouse employees	Aug. 11..	Halifax, N.S	20 dir . . 1,000 indir	Employers' Alleged discrimination against certain employees.	Sir Geo. Garneau, (C)[4]. Jas. M. Gilmour, (E)[1]. Aaron A. R. Mosher, (M)[1].	Sept. 25...	Nov. 17...	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute. The findings of the Board were subsequently accepted by both parties to the dispute, a strike being thereby averted.
Oct. 2.....	Intercolonial Railway of Canada and machinists and fitters in its employ.	Employees....	Intercolonial Railway System.	363dir.... 43 indir.	Concerning dismissal of certain employees and alleged violation of contract.	H-s Honour Judge John A. Barron, (C)[4]. Jas. H. Gilmour (E)[1] J. G. O'Donohue, (M)[1].	Oct. 19...	Dec. 8...	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by both parties concerned, a strike being thereby averted.
Dec. 3.....	Grand Trunk Railway Company and telegraphers and station agents in its employ.	Employees.. .	Grand Trunk Railway lines, east of Detroit, Mich.	760.....	Wages, advertising of vacancies, etc.	J. E. Atkinson, (C)[4]. Wallace Nesbitt, K.C. (E)[1]. W. T. J. Lee (M) 1.	Dec. 21...	1910 Feb. 24...	A report was presented which was unanimous on certain of the matters in dispute. Mr. Wallace Nesbitt, K.C., member appointed on behalf of the Company dissenting from the views of the other members on two points. At the close of the year the Department was in communication with the parties to the dispute. No cessation of work occurred.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1909–1910.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1909 to March 1910.

A.—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC SERVICE UTILITIES.

2. Metal Mines—*Con.*

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members Board: (C) Chairman; (E) Employer (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
Mar 17..	Canadian Pacific Railway Company and conductors, baggagemen, brakemen and yardmen in its employ	Employees..	Canadian Pacific Railway lines.	4,360..	Wages and conditions of employment.	J. E. Atkinson (C)[1].. Wallace Nesbitt, K. C. (E)[1] J. G. O'Donoghue, (M)[1].	Mar. 18	..	Proceedings unfinished.
Mar. 17..	Grand Trunk Railway Company and conductors, baggagemen, brakemen and yardmen in its employ.	Employees....	Grand Trunk Railway lines.	3,017...	Wages and conditions of employment.	Wallace Nesbitt, K. C. (E)[1] J. G. O'Donoghue, (M)[1].	Mar. 18.	.. ..	Proceedings unfinished.
Mar. 17..	Toronto, Hamilton & Buffalo Railway Company and conductors, baggagemen, brakemen and yardmen in its employ.	Employees....	Toronto, Hamilton & Buffalo Railway lines.	101	Wages and conditions of employment.	F. M. McGuigan E)[1]. J. G. O'Donoghue, (M)[1].	Mar. 18.	.....	Proceedings unfinished.
Mar. 19..	Grand Trunk Pacific Railway Company and its telegraph and station employees.	Employees....	Grand Trunk Pacific lines.	75... ..	Rules and rates of pay.	W. T. J. Lee (M)[1] ...	Mar. 30...	.....	Proceedings unfinished.
Mar. 22 .	Dominion Atlantic Railway Company and employees.	Employees.. .	Kentville, N.S...	4 dir... .. 25 indir	Terms of employ-.. ment and dismissal of certain employees.	.....		. ...	Proceedings unfinished.
1909 April 20	Winnipeg Electric Railway Company and employees.	Employees..	Winnipeg, Man... .	600 .. .	Concerning wages and conditions of labour.	Rev. C. W. Gordon, D.D. (C)[4]. W. J. Christie (E)[1]. J. G. O'Donoghue, (M)[1].	May 10	June 1.. .	A unanimous report was presented by the Board, accompanied by an agreement covering all points in dispute and effective from May 1, 1909 to May 1, 1911, a strike being thereby averted

3. Freight Handlers.

1909 May 17.	Canadian Pacific Railway Company and freight handlers in its employ.	Employees.	Owen Sound, Ont	250	Concerning wages	Donald Ross (c) 1. Wallace Nesbit, K.C. (e) 1. J. G. O'Donoghue, (m) 1.	June 2	June 17	A strike of freight handlers employed by the Canadian Pacific Railway Company at Owen Sound, occurred on May 7 and continued until May 10, when application was made for the establishment of a Board under the Industrial Disputes Investigation Act to which the dispute was referred for adjustment. The report of the Board was accompanied by a minority report by Mr. O'Donoghue. The report of the Board was accepted by the parties to the dispute, further cessation of work being thereby averted.
Aug. 18.	Canadian Pacific Railway Company and freight handlers in its employ.	Employees.	Fort William, Ont	700	Concerning wages and conditions of labour.	S. C. Young (c) 3 W. J. Christie (e) 1. W. T. Rankin (m) 1.	Aug. 20...	Aug. 30...	A strike of freight handlers employed by the Canadian Pacific Railway Company at Fort William occurred on August 9, and continued until August 16, when application was made for the establishment of a Board under the Industrial Disputes Investigation Act, to which the dispute was referred for adjustment. In the application it was stated that the employees were not informed of the provisions of this Act when the strike was declared. A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by the parties concerned, a further cessation of work being thereby averted.

4. Longshoremen.

1910 Mar. 14.	Allan Line; Donaldson Line; Thomson Line; Leyland Line; White Star-Dominion Line; Canada Line; South African Line; Mexican Line; Manchester Liners; Black Diamond Line; Head Line; Canadian Pacific Railway Line; and all other owners of steamships navigating to Montreal and Syndicated Longshoremen of Montreal.	Employees..	Montreal, Que	1,800..	Wages and conditions of employment.	Wm. Lyall (e) 1. Gustave Francq, (m) 1.	Mar. 24	. . .	Proceedings unfinished.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1909-1910.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1909 to March 1910.

A.—MINES AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC SERVICE UTILITIES—*Con.*

5. Teamsters.

Date of receipt of application.	Parties to Dispute.	After making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members. Board: (C) Chairman; (E) Employer; (M.) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1909 Feb. 10.	Manitoba Cartage Company, Limited.	Employees.	Winnipeg, Man. . .	40 dir. 260 indir.	Alleged discrimination against men connected with Union.	Rev. Dr. C. W. Gordon (C) 3. Prof. R. Cochrane, (E) 2. T. J. Murray (M) 1.	Mar. 2	Apr. 1...	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The report was not accepted by the Company, but the inquiry had the effect of improving the conditions and bringing about an understanding, so that the threatened strike was averted.
1909 July 8 ..	Corporation of Saskatoon, Sask., and labourers in its employ.	Employees...	Saskatoon, Sask	150 dir. 150 indir.	Concerning wages and conditions of labour.	E. J. Meilicke (C) 4. Alex. Smith (E) 1. E. Stephenson (M) 1	Aug. 4. .	Sept. 9	A report was presented by the Chairman and Mr. Alex. Smith, making certain recommendations for the settlement of the dispute, and stating also that an agreement had been reached on all points except the establishment of a minimum wage scale and recognition of the employees union. No cessation of work was reported.

B.—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC UTILITIES.

1909 Apr. 27..	Dominion Textile Company and mule spinners in its employ.	Employees....	Montreal, Que	70 dir. 3,000 indir.	Concerning wages and condition of labour.	Hon. Mr. Justice Fortin (C) 3. F. G. Daniels (E) 1. A. A. Gibeault (M) 1	May 7...	May 25..	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by both parties concerned, a strike being thereby averted.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1908–1909.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1908 to March 31, 1909.

A.—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC SERVICE UTILITIES.

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MINING AND SMELTING INDUSTRY.

1. Coal Mines.

Department of Labour, Canada, Statistical Tables, XI., A.R., No. 6.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members Board: (C) Chairman; (E) Employer (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1908 May 2.	Standard Coal Company and employees.	Employees.	Edmonton, Alta	20.	Concerning wages and conditions of labour.	His Honour Judge Taylor (C) 4. F. B. Smith (E) 1. F. H. Sherman (M)1.	June 19.	July 22.	Company had previously made an agreement individually with employees. Representative of men was willing to take agreement for what it was worth, but would not enter into same on behalf of union. Board decided to leave the existing agreement intact, and this arrangement appears to have been satisfactory, a strike being thereby averted.
May 12	Nova Scotia Steel & Coal Company and employees.	Employees.	North Sydney, N.S.	1,750.	Concerning wages and conditions of labour.	Prof. A. Short (C) 3. Dr. D. Allison (E) 2. J. W. Maddin (M) 1.	June 19.	Aug. 1.	An agreement concluded before the Board on all points, and a strike thereby averted.
May 14	International Coal and Coke Company and employees.	Employees.	Westville, N.S.	800.	Concerning wages and conditions of labour.				No Board was established in this case, the parties having come to an amicable agreement, subsequent to forwarding the application, a strike being thereby averted.
May 15	Acadia Coal Company and employees.		Stellarton, N.S.	800.	Concerning wages and conditions of labour.				No Board was established in this case, the parties having come to an amicable agreement subsequent to forwarding the application, a strike thereby being averted.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1908–1909.

Statements of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 31, 1908, to March 31, 1909.

A—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC SERVICE UTILITIES.

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3. Appointed by the Minister, under Section 8, Sub-section 2, of the I.D.I. Act, on the joint recommendation of the two members first appointed.
4. Appointed by the Minister, under Section 8, Sub-section 4, of the I.D.I. Act, in the absence of a joint recommendation by the two members first appointed.

MINING AND SMELTING INDUSTRY—*Con.*

1. Coal Mines—*Con.*

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members Board: (C) Chairman; (E) Employer (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
May 18	Port Hood and Richmond Railway Coal Company and employees.	Employees	Port Hood, N.S	300	Concerning wages and conditions of labour.	His Honour Judge McGillivray (C) 3. Geo. S. Campbell (E) 1. Jas. Macdonald (M) 1	June 8	July 2	A unanimous report was made by the Board with recommendations for a settlement of all differences, which is understood to have been accepted as a basis of working operations, a strike being thereby averted.
July 2	Maritime Coal, Railway & Power Company, Limited and employees	Employees	Chignecto, N.S	200	Concerning wages and conditions of labour.	Rev. Chas. Wilson (C) 3. B. Barnhill (E) 1 R. B. Murray (M) 1.	July 6	July 27	An agreement was effected before the Board on all the points at issue and covering the period of two years from July 31, 1908, a strike being thereby averted.
Oct. 19	Galbraith Coal Company, Limited, and employees.	Employees	Lundbreck, Alta	30	Concerning wages and conditions of labour.	Chas. Simister (C) 3 F. B. Smith, C.E. (E) 1. Jas. A. McDonald (M) 1.	Nov. 25	Dec. 14	The Board presented a unanimous report recommending a basis of settlement, which was subsequently, in correspondence with the Department, accepted by both parties to the dispute, a strike being thereby averted
1909 Mar. 4	Dominion Coal Company and employees, members of United Mine Workers of America.	Employees	Glace Bay, N S.	3,000	Alleged discrimination against members of United Mine Workers of America.	His Honour Judge Wallace (C) 4. G.S.Campbell (E) 2. Daniel McDougall (M) 1.	Mar. 22.		Proceedings unfinished.

2. METAL MINES.

1908 July 20	Cobalt Central Mining Company, Limited, and employees.	Employees....	Cobalt, Ont.....	105 . . .	Concerning wages and hours.	Prof. S. J. Maclean, (c) 4. E. L. Fraleck (E) 1. C. B. Duke (M) 1.	Aug. 22. .	Aug. 29 .	Unanimous report presented by Board making recommendations for the settlement of the dispute, and no cessation of work was reported.

II.—TRANSPORTATION AND COMMUNICATION.

1. RAILWAYS.

1908 April 28	Canadian Pacific Railway Company and various trades in its mechanical department.	Employees..	Canadian Pacific Railway System.	8,000..	Concerning wages and conditions of labour	P. A. Macdonald (C) 4 C. F. Fullerton (E) 1. G. F. Galt (E) 2.* Jas. Somerville (M) 1	May 13	July 16....	The Board did not present a unanimous report, Mr. Somerville presenting a minority report. The Board made certain recommendations for settlement of dispute which were accepted by Company with some demur. Men refused to accept findings of Board and ceased work on August 5. They returned to work on October 5, accepting finally recommendations of Board.
1908 May 14.	Intercolonial Railway of Canada and Station Freight Clerks' Union, Nos 1 and 2 of Halifax, N S , and St. John N B	Employees . .	Halifax, N S , and St. John, N B.	.. ..	Concerning wages and conditions of labour.	His Honour Judge McGibbon (C) 4. H. Holgate, F. E. (E) 1. J. G. O'Donoghue, (M) 1. R. E. Finn (M) 1.**	Sept. 8..	Oct. 6..	The proceedings in this case were under the Conciliation and Labour Act by request of the employees and were subject to delay through the inability to act of the member of the Committee of Mediation and Investigation first appointed on the recommendation of the men. The Committee was finally constituted and a settlement of all differences effected, a strike being thereby averted.

*Mr Fullerton, finding himself at an early stage of the proceedings unable to agree with his colleagues resigned from the Board, and the Company declining to make a further recommendation, the Minister appointed Mr. Galt without recommendation.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1908-1909.

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4. Appointed by the Minister, under Section 8, Sub-section 4, of the I.D.I. Act, in the absence of a joint recommendation by the two members first appointed.

II.—TRANSPORTATION AND COMMUNICATION—*Con.*

1. Railways—*Con.*

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members. Board; (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
May 29	Canadian Pacific Railway and railway telegraphers in its employ.	Employees....	Canadian Pacific Railway system.	1,605....	Concerning alleged wrongful dismissal of certain employees	Hon. Mr. Justice Fortin, (C) 4. C. Campbell, K.C. (E) 1. W. T. J. Lee, (M) 1.	June 17..	Sept. 26...	A unanimous report was made by the Board with recommendations for a settlement of all differences, which was accepted by both parties, a strike being thereby averted.
Aug. 21....	Canadian Northern Railway Company and carmen on its Lake St. John Division.	Employees....	Lake St. John Division, Canadian Northern Railway.	49...	Concerning wages and conditions of labour.	Ludovic Brunet (C) 3. E. A. Evans, (E) 1. P. J. Jobin, (M) 1. A. Chartrain (M).‡	Sept. 30...	Nov. 19...	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute which were accepted by both parties to the dispute, a strike being thereby averted.
Aug. 22....	Canadian Pacific Railway Company and firemen and engineers in its employ.	Employees....	Canadian Pacific Railway system.	7,000.	Concerning alleged wrongful dismissal of certain employees	Hon. Judge Fortin, (C) 3. W Nesbitt, K.C. (E) 1. J. G. O'Donoghue, (M) 1.	Jan. 5	Jan. 25....	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by both parties, a strike being thereby averted.
Aug. 22...	Canadian Northern Railway Company and locomotive engineers in its employ.	Employees....	Canadian Northern Railway system.	341	Concerning wages and conditions of labour.	His Honor Judge Gunn, (C) 4. F. H. Richardson, (E) 1. J. Harvey Hall, (M) 1.	Sept. 14..	Nov. 16...	A unanimous report was presented by the Board making certain recommendations for the settlement of the disputes, which were accepted by both parties and a strike thereby averted.

Dec 26..	Kingston & Pembroke Railway Company and employees, members of Order of Railroad Telegraphers.	Employees	Kingston & Pembroke Railway system	19 dir.. 1,600 indir.	Concerning wages and conditions of labour	His Honor Judge Gunn, (c) 4. ..J. L. Whiting, K.C K.C., (E) 1. J. G. O'Donoghue, (M) 1.	Jan. 15..	. . . .	Proceedings unfinished.
Dec 29	Great Northwestern Telegraph Company and certain Railroad Telegraphers on Michigan Central Railway system	Employees.	Michigan Central Railway system	75.	Abolition of commission by commercial business on Michigan Central Railway System by Great Northwestern Telegraph Company, without due notice	Judge McGibbon, (c) 4. J. F. Mackay, (E) 2 J G O'Donoghue, (M) 1	Feb 8	Mar 22.	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute The report was substantially in favour of the employees. The Company had refused to nominate to the Board and claimed irresponsibility on the matter The inquiry, though not resulting in the agreement is understood to have modified the situation to such a degree that danger of the threatened strike was averted

2. Street Railways

1908 May 8	Ottawa Electric Railway and its employees	Employees . .	Ottawa, Ont	256 .	Concerning wages and conditions of labour.	Prof. A. Shortt, (c) 4. J. F. Henderson, J. G. O'Donoghue, (M)1	May 22 .	June 15..	Differences amicably arranged before the Board and strike thereby averted.
Sept. 3	Quebec Heat, Light & Power Company and its Street Railway employees	Employees...	Quebec, Que . .	116 ..	Concerning alleged wrongful dismissal of certain employees	Omer Brunet, (M). W. H. Moore, (E).	. . .	Oct 6....	The two members of the Board appointed respectively on the nomination of employing Company and employees presented a joint statement making certain recommendations for a settlement of the disputed points, which recommendations were accepted by both parties to the dispute as a settlement of the differences, a strike being thereby averted.
1909 Feb 10	Manitoba Cartage Company, Limited.	Employees .	Winnipeg, Man	40 dir 260 indir.	Concerning alleged discrimination against men connected with the Union.	Rev. Dr. C W. Gordon, (c) 3. Prof. R. Cochrane, (E) 2. T. J. Murray, (M) 1.	Mar. 2..	. . .	Proceedings unfinished.

B—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC UTILITIES.*

1908 Dec 17	The John Ritchie Company, Limited, and certain employees (casters)	Employees.. . and employers	Quebec, Que	300	Concerning introduction of certain machine and wages.	Dr. Chas. Cote, (c) 3. Felix Marois, (E) 1. Z. Bérubé, (M) 1.	Dec. 31	Feb. 17	An agreement was concluded before the Board covering all matters in dispute effective from February 12, 1909 to May 1, 1910, a strike being thereby averted.

**Owing to inability of Mr R. E. Finn to act as member of Board, Mr J. G O'Donoghue was appointed in his stead.

‡Owing to inability of A Chartrain to act as member of the Board, P. J. Jobin was appointed in his stead.

*These disputes were referred to a Board of Conciliation and Investigation under section 63 of the Act which provides that "in the event of a dispute arising in any industry or trade other than such as may be included under the provision of this Act and such dispute threatens to result in a lockout or strike, or has actually resulted in a lockout or strike, either of the parties may agree in writing, to allow such dispute to be referred to a Board of Conciliation and Investigation, to be constituted under the provisions of this Act," etc.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Proceedings 1907 1908.

Statement of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 22, 1907, to March 31, 1908.

A. MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC SERVICE UTILITIES.

1 Appointed by the Minister, under Section 8, Sub-section 1, of the I.D.I. Act, on recommendation from party concerned.
2 Appointed by the Minister, under Section 8, Sub-section 2, of the I.D.I. Act, in the absence of a recommendation from party concerned.
3 Appointed by the Minister, under Section 8, Sub-section 3, of the I.D.I. Act, on the joint recommendation of the two members first appointed.
4 Appointed by the Minister, under Section 8, Sub-section 4, of the I.D.I. Act, in the absence of a joint recommendation by the two members first appointed.

MINING AND SMELTING INDUSTRY.

Department of Labour, Canada,
Statistical Tables, A R.,

1 Coal Mines.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
1907									
Apr. 8	1Cumberland Railway & Coal Company and employees.	Employees..	Springhill, N S	1,700	Concerning employment of non union workmen.				On April 1, employees went on strike It was alleged by employees that they were under impression that the mines of Nova Scotia were exempt from provisions of Act. When it was explained Act applied to all Canada, employees returned to work April 8. Difficulty amicably settled. No Board constituted.
Apr. ...	1Canada West Coal & Coke Company and employees.	Employees..	Taber, Alta....	150....	Concerning hours of labour.	....	..	..	On April 1, employer locked out employees. Employer alleged that this was done in ignorance of provisions of Act. When informed of provisions of Act by Department, mines were re-opened on April 18. Subsequently an amicable settlement was effected through intervention of Mr. J. D. McNiven, Fair Wages Officer of Department. No Board constituted.

Apr. 9	2Western Coal Operators Association and employees.	Employees...	.....	.....	Concerning terms of joint agreement including wages, schedule and other conditions of employment.	Sir Wm. Mulock, K.C.M.G. (c)4.	Apr. 22..	May 29..	Employees went on strike in the several mines while proceedings were pending in connection with the establishment of the Boards of Conciliation and investigation, in consequence, it was alleged, of misunderstandings which arose through ignorance of the provisions of the Act. The Deputy Minister of Labour left for Fernie on April 19, to explain to the parties the provisions of the law. While in Fernie, the parties consented to his intervention as a conciliator under the Conciliation Act, 1900, and an agreement was effected on May 4. The Boards convened at Fernie on April 30, but adjourned proceedings pending investigations by the Deputy Minister. On May 6, the Boards reconvened to re-receive from the parties a formal statement that the differences had been adjusted, a further cessation of work being thereby averted. An important feature of the settlement was the establishment of a standing committee of conciliation between the employers and employees, to which future differences were to be referred.
	Canadian American Coal & Coke Company.	.....	Frank, Alta.....	250.....		J. L. Parker (E)1. L. P. Eckstein (M)1.			
	Crow's Nest Pass Coal Company.	.....	Fernie, Coal Creek, Michel, B.C..	1,800 ...	.....	Sir Wm Mulock, K.C.M.G. (c) 4.			
	International Coal & Coke Company.	.....	Coleman, Alta.	370		F. B. Smith (E) 1. L. P. Eckstein (M)1.			
	West Canadian Collieries, Limited.	.....	Lille and Bellevue ...	350					
	Breckenridge and Lund Coal Company.	.....	Lundbreck, Alta. ..	125					
	H W. McNeill Coal Company	.	Canmore, Alta .	300					
	Pacific Coal Company.	....	Bankhead, Alta ..	400					
May 8	Cumberland Railway & Coal Company and employees	Employees...	Springhill, N S ..	1,700	Concerning payment for work in counter levels and stone in pillar work.	The Hon Mr. Justice Graham (c)3. P. S. Archibald(E) 1 R B Murray (M) 1.	May 17	July 13 .	Board being unable to effect a settlement by conciliation, presented a report signed by the Chairman and Mr. Archibald. Minority report was presented by Mr. Murray. The recommendations of the Board were not accepted by the employees. The strike which was threatened prior to the application for Board on May 8 was averted for the time being but took place on August 1 continuing until October 31, when the employees returned to work on the conditions recommended in the report of the Board.

1 It is important to note in connection with these disputes that the Industrial Disputes Investigation Act was not assented to till March 22, 1907. It was some weeks later before copies of the Act were available for distribution. Its provisions in consequence were not fully known by the parties at the time these disputes occurred.

2 Applications for a Board were received also from the employers, parties to this dispute.

INDUSTRIAL DISPUTES INVESTIGATION ACT—*Continued.*

Date of receipt of application.	Parties to Dispute	Party making application.	Locality	No. persons affected.	Nature of Dispute.	Names of Members Board· (C) Chairman; (E) Employer; (M.) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference.
May 27.	Alberta Railway and Irrigation Coal Company and employees of coal mines.	Employees....	Lethbridge, Alta.....	400.....	Concerning conditions of employment.	.....	..	..	Amicable settlement including agreement as to conditions of employment and establishment of a standing committee of conciliation effected between parties while Board was in process of constitution, strike being thereby averted.
July 12	Cumberland Railway Coal Company and employees.	Employees..	Springhill, N.S..	1,700....	Concerning wages and other conditions of employment.	His Honour Judge Patterson (C) 4. P. S Archibald (E) 1. R. B. Murray (M) 1.	July 27..	Sept. 21...	Employees declared a strike on August 1, in reference to question of payment for stone in pillar work, having refused to accept the recommendations of the Board appointed May 17 to deal with this subject. In virtue of this strike proceedings before the Board were suspended until September 9, the Board sat for two days, and presented an interim report. The strike ended on October 31, the employees returning to work on the conditions recommended in the report of the first Board.
Sept. 11	Hillcrest Coal & Coke Company, Limited, and employees.	Employees..	Hillcrest, Alta..	70 ...	Concerning wages and other conditions of employment.	Hon. C W. Fisher, (C) 4 J. R McDonald (E) 1 F. H Sherman (M) 1	Sept. 21..	Nov. 4.	The report of the Board was accompanied by a minority report by Mr. Sherman. Though neither report was formally accepted by the parties, settlement was reached in consequence of the inquiry by the Board, and a strike thereby averted.
Sept. 16	Hosmer mines and employees	Employees.	Hosmer, B C .	100	Concerning wages and other conditions of employment.	His Honour Judge Wilson (C) 4 F B Smith (E) 1. F. H. Sherman (M) 1	Sept 30	Oct 21.	The Board presented a unanimous report, which though not formally accepted by the parties, formed the basis of an agreement subsequently reached by them and reported to the Department, a strike being thereby averted.
1907									
Nov 5	Canada West Coal & Coke Company and employees.	Employees .	Taber, Alta	150 .	Concerning wages, hours and other conditions of employment.	Hon. Mr Justice Stuart (C) 4. S. A. Jones (E) 1. F. H. Sherman (M) 1.	Nov. 20..	Dec. 20.	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.

Nov. 5 ..	Domestic Coal Company and employees.	Employees....	Taber, Alta....	50	Concerning wages, hours and other conditions of employment.	Hon. Mr. Justice Stuart (C) 4 R. Duggan (E) 1. F. H. Sherman(M) 1.	Nov. 20..	Dec. 28. .	Differences adjusted, and agreement concluded before Board dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov 5 ..	Duggan Huntrods and Company and employees.	Employees...	Taber, Alta...	40	Concerning wages, hours and other conditions of employment.	Hon. Mr. Justice Stuart (C) 4. J. Shorthouse (E). F. H. Sherman(M) 1.	Nov. 20...	Dec. 28...	Differences adjusted, and agreement concluded before Board, dating from, December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov 12	Strathcona Coal Company and employees.	Employees..	Edmonton, Alta .	40 ..	Concerning wages, hours and other conditions of employment.	G. Montgomery (C)3. F. L. Otter (E) 1. F. H. Sherman (M) 1	Dec. 2.	Dec. 28...	Differences adjusted, and agreement concluded before Board, dating from September 23, 1907, until March 31, 1909, a strike being thereby averted.
Nov 21	Cumberland Railway & Coal Company and employees.	Employees.	Springhill, N S....	1,700..	Concerning wages, and other conditions of employment.	His Honour Judge Patterson (C) 4. R. B. Murray (M) 1. Hiram Donkin (E)1.	Dec. 24.	1908 Jan. 22.....	The Board presented a unanimous report, which the employees expressed a willingness, and the Company an unwillingness to accept. No further cessation of work took place.
1908 Jan 4 ...	Dominion Coal Company, Limited, and members of the Provincial Worker's Association.	Employees .	Dominion, C B	7,000 ..	Concerning wages, and conditions of employment.	Prof. A. Short (C) 4. J. Dix Fraser (E) 1. Dr. A. Kendal, M P.P. (M) 1.	Feb. 18..	Mar. 23..	Differences adjusted and an agreement concluded before the Board effective from March 16, 1909, to December 31, 1909, strike being thereby averted.
Feb 10	John Marsh, John Howells, Stevens Brothers, coal mine operators, dealt with as a whole and employees.	Employers .	Woodpecker, Alta	100 .	Concerning wages, and conditions of employment.	Hon. Mr. Justice Stuart (C) 3. W. E Bullock (E) 1 F. H Sherman(M) 1.	Feb. 25...	April 6..	The report of the Board stated that the Act did not apply in this case, the mines having closed down for lack of orders before the investigation occurred. A wage scale was, however, recommended. The report was accompanied by a minority report, making other recommendation.
Mar. 16	Western Dominion Collieries, Limited, and employees.	Employees . .	Taylorton, Sask	90	Concerning wages and hours.	His Honour Judge Myers, (C) 4. J. O. Hannah (E) 1. F. H. Sherman, (M) 1.	Apr. 10...	May 5 ...	Differences adjusted and agreement concluded before Board, effective from May 1, 1908, to May 1, 1909 a strike being thereby averted.
Mar 16	Manitoba & Saskatchewan Coal Company, Limited, and employees.	Employees. .	Bientfait, Sask.	50.....	Concerning wages and hours.	His Honour Judge Dawson, (C) 4. G. C. Crowe, (E) 1. F. H. Sherman, (M)1	Apr. 22...	Dec. 8....	The report in this case appears as represented to the Department, to have been mislaid by one of the members of the Board and an unusual delay occurred thereon in its presentation The Board disagreed in its findings, but no cessation of work was reported
Mar 25	Cumberland Railway & Coal Company, Ltd., and employees	Employees	Springhill, N S	1,600	Concerning wages	His Honour Judge Wallace, (C) 4 Hon John Armstrong, (E) 2 R B. Murray, (M) 1	Apr. 29	May 26	The report found against the claims of the men, and was accompanied by a minority report, finding generally, but not wholly, in favour of the men The employees declared the minority report acceptable to them No cessation of work was reported.

INDUSTRIAL DISPUTES INVESTIGATION ACT—*Continued.*

2 METAL MINES

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality	No. of persons affected	Nature of Dispute	Names of Members of Board (C) Chairman; (E) Employer (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of reference
1907 Sept. 12...	Canadian Consolidated Mining & Smelting Company and employees.	Employees....	Moyie, B.C.	400. . .	Concerning wages and hours	His Hon. Judge Wilson, (C) 3. J. A. Harvey, (E) 1. S. S. Taylor, K.C. (M) 1.	Sept. 23	Dec. 28. .	The Board after an exhaustive inquiry into mining conditions in British Columbia, presented a unanimous report, the recommendations of which were of general application to the metal mining industry in the Province of British Columbia. A settlement based on the recommendations was effected between the Company and its employees, and a strike thereby averted. The inquiry, moreover, had the effect of influencing the settlement of other differences in the industry in other parts of the Province.
Dec. 9.....	McKinley-Darragh Mining Company, Limited, and its employees.	Employees.. .	Cobalt, Ont. . . .	120 . .	Concerning wages	Prof A. Shortt, (C) 3 E. C. Kingswell, (E) 1. John A. Welch, (M) 1	Dec. 21.	1908 Jan. 22....	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The findings of the Board were not formally accepted by the parties, but the investigation by the Board is believed to have been beneficial to the camp as a whole, and no cessation of work was reported.
1908 Jan. 9.....	Temiskaming & Hudson Bay Mining Company, Limited, and its employees.	Employees....	Cobalt, Ont..	50.	Concerning wages and hours.	Prof. S. J. Maclean, (C) 4 M. F. Pumaville, (E) 1. C. B. Duke, (M) 1.	Jan. 31. .	Feb. 13. .	Unanimous report was presented by Board making recommendations for the settlement of the dispute. The findings of the Board were accepted by the men, but not by the Company. No cessation of work was, however, reported.

II. TRANSPORTATION AND COMMUNICATION.

1. Railways.

1907 Apr. 20	Grand Trunk Railway Company of Canada and machinists.	Employees.	Montreal, Ottawa, Toronto, Stratford, etc.	400	Concerning schedule involving wages, hours, apprenticeship, re-instatement of former employees, etc.	Prof. A. Shortt, (c)4 W. Nesbitt, K.C., (e) 1. J. G. O'Donoghue, (m) 1.	May 4	May 21	Differences adjusted, and agreement concluded before Board for period of one year from May 1, strike being thereby averted.
June 27	Grand Trunk Railway Company of Canada and its locomotive engineers.	Employees.	Montreal, Ottawa, Toronto, Stratford, etc.	1,300	Concerning schedule of wages, and rules	Prof. A. Shortt, (c)4 W. Nesbitt, K.C., (e) 1. J. Cardell, (m) 1.	July 18.	Aug. 16	Differences adjusted, and agreement for three years concluded before Board, a strike being thereby averted.
July 10	Intercolonial Railway of Canada and freight handlers in its employ at Halifax, N.S.	Employees.	Halifax, N.S.	250	Concerning wages and classification of employees.	Prof. W. Murray, (c) 3. Henry Holgate, (e)1 R. E. Finn, M.P.P., (m) 1.	July 22.	Aug. 12.	On June 29, employees went on strike, and when informed that provisions of Act applied, both parties agreed to refer the differences under the Act, and employees returned to work. On the request of the parties, proceedings were subsequently adopted under the Conciliation and Labour Act, and a settlement effected, the terms of which were made applicable to the Railway's employees at St. John, N.B., as well as at Halifax, N.S., and further cessation of work was thereby averted.

TEXT OF REPORTS RECEIVED DURING 1911-1912.

In the following pages appears the text of the reports presented by Boards of Concilation and Investigation, received by the Registrar during the financial year 1911-1912, also the text of minority reports received.

I. APPLICATION FROM TELEGRAPHERS, MEMBERS OF THE COMMERCIAL TELEGRAPHERS' UNION OF AMERICA, EMPLOYED BY THE GREAT NORTH WESTERN TELEGRAPH COMPANY OF CANADA.—BOARD ESTABLISHED.—STRIKE AVERTED.

Application received—March 3, 1911.

Parties concerned—The Great North Western Telegraph Company of Canada and telegraphers, members of the Commercial Telegraphers' Union of America.

Applicants—Employees.

Nature of industry concerned—Telegraphy.

Nature of dispute—Wages and conditions of employment; also alleged discrimination against the members of Union.

Number of employees affected—Directly, 200; indirectly, 1,100.

Date of constitution of Board—March 30, 1911.

Membership of Board—Honourable Mr. Justice J. V. Teetzel, Toronto, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. Frederick H. Markey, K.C., Montreal, Que., appointed on the recommendation of the employing Company; and Mr. D. Campbell, Toronto, Ont., appointed on the recommendation of the employees concerned.

Report received—July 17, 1911.

Result of inquiry—Report was signed by the three members of the Board, Mr. Markey and Mr. Campbell each, however, dissenting on one point. The findings of the Board were accepted by both parties concerned.

The Minister of Labour received, on July 17, the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain differences between the Great North Western Telegraph Company of Canada and telegraph operators in its employ, members of the Commercial Telegraphers' Union of America.

In the application for the establishment of the Board it was stated that the dispute related to rates of wages, working conditions, the dismissal of a number of men and general discrimination against them as members of the Union, and for acting on a committee representing the employees. The number of employees concerned was given as 200 directly and 1,100 indirectly.

SESSIONAL PAPER No. 36a

A Board was established by the Minister on March 20, and was constituted as follows:—Mr. Frederick H. Markey, K.C., Montreal, Que., member appointed on the recommendation of the employing Company; Mr. D. Campbell, Toronto, Ont., member appointed on the recommendation of the employees concerned; and the Honourable Mr. Justice J. V. Teetzel, Toronto, Ont., Chairman, appointed on the joint recommendation of the foregoing members of the Board.

The Board met in the City of Toronto on April 6, concluding its work on July 13. The General Manager of the Canadian Pacific Railway Company's Telegraph and other officials of that Company, as well as representatives of the Great North Western Telegraph Company of Canada and of the employees were present at the meetings.

With respect to the dismissal of the men and alleged discrimination against them as members of the Union, the Board found that eleven men had been dismissed on or about the 14th of February, 1911, three of whom had acted on a committee which had presented a schedule of wages and preposed rules to the Company, at the same time requesting a conference with the Manager for the purpose of considering the said schedule of wages and set of rules. This proposal had been refused and the dismissals had followed shortly afterwards. The Company agreed to reinstate the former employés with the exception of four, including the three who had acted on the committee; other reasons, the Company alleged, being responsible for their dismissal. The Board, however, with the exception of Mr. Frederick H. Markey, member appointed on the recommendation of the Company, thought the fourth member should be reinstated.

The employees submitted a set of rules which they had drawn up, and the Board after amending and altering them in certain respects recommended their adoption from the first day of August, 1911. Mr. D. Campbell, member appointed on the recommendation of the men, dissented from the Boards' finding in one particular. With regard to the question of wages, the Board found that since the appointment of the General Manager in March last, an increase to the extent of over $7,000 had been granted to the telegraphers; and as the General Manager seemed inclined to treat his employees justly the Board did not, therefore, recommend any further increase at the time. A system of percentage grading similar to that in use by the Canadian Pacific Railway Company's Telegraphs was asked for by the employees; this the Board recommended should be adopted in the cities of Toronto, Montreal, Ottawa and Quebec, the same to take effect on January 1, 1912.

The findings of the Board were accepted by both parties concerned.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

In the matter of the Industrial Disputes Investigation Act, and in the matter of differences between the Great North Western Telegraph Company of Canada, employer, and certain telegraph operators in its employ, employees.

As members of the Board of Conciliation and Investigation appointed to deal with the disputes between the Great North-Western Telegraph Company of Canada and its employees, we beg to report as follows:—

The matters referred to us were the following:—

1. Dismissal of a number of the employees, and also general discrimination against them for participating in membership of the Union, and for acting on a committee representing the employees.

2. A dispute as to rates of pay and working conditions.

The Telegraphers were represented by Messrs. S. J. Konenkamp, M. J. O'Neill and Charles Godwin, and the Telegraph Company was represented by Mr. George D. Perry, General Manager.

The Board met at the City of Toronto on the 6th day of April, the 25th and 26th days of May, the 15th and 16th days of June, and the 10th and 11th days of July, 1911, when the evidence of the aforesaid representatives, also James Kent, General Manager of the Canadian Pacific Railway Company's Telegraph; W. J. Camp, Electrical Engineer of that Company; J. F. Richardson, Superintendent of the Eastern Division of that Company, and G. D. Robertson, General Chairman of the Canadian Pacific Railway Company's Railroad Telegraphers; Charles E. Davies, Manager of the Great North Western Telegraph Company's office at Ottawa; Ernest Stainton, Chief Night Operator at the Company's office at Montreal; George Salloway, that company's Chief Operator at Montreal; and L. S. Humes, its Manager at Montreal; and, in addition to such evidence, the Board heard extensive arguments of the respective representatives touching the matters in question, and on July 12 and 13 the Board met for the final consideration of the evidence and arguments presented and the preparation of this Report.

Item 1.

Dismissal of a number of employees, and also general discrimination against them for participating in the Union.

On or about February 14, 1911, the following eleven employees were dismissed by the Company: W. F. Moore, Robert Dunn, W. H. Hartley, A. J. Thompson, A. R. M. Sterling, Joseph Manning, F. Carceau, C. A. Godwin, J. E. Montgomery, M. J. O'Neil and R. W. Ball.

These men were discharged by the Company by reason of the active part which they took as members of the Commercial Telegraphers' Union of America. Three of them, Manning, O'Neil and Godwin, were members of a Committee which presented for adoption by the Company a schedule of wages and proposed rules or working conditions, and who requested a conference with the late General Manager, for the purpose of discussing the said schedule of wages and rules. The conference requested was refused by the late General Manager, and shortly afterwards, to wit, on or about February 14, the said Committee and the others above named were discharged.

At the first meeting of this Board, the representatives of the employees stated that they had not intended and did not now intend to demand from the Company a recognition of the said Union, or any other Union, or to require anything to be done which would prevent promotion of employees on their merits.

No reason other than their action in connection with the Union as above stated was advanced for the dismissal of these men, and this Board is of the opinion that the reason given for such dismissal was insufficient.

The Company, through its General Manager, Mr. Perry, stated to the Board that it would, upon application being made by them, reinstate all the said employees, except O'Neil, Godwin, Manning and Hartley, as to the reinstatement of whom they showed other objections, and this Board, having considered these objections, nevertheless recommends that the Company should reinstate the said Joseph Manning, from which recommendation, however, Mr. Markey dissents.

ITEM 2.

(a) Working Conditions or rules.

The employees submitted a set of rules, which the Board has very fully considered, and, having amended and altered the same, unanimously recommends that the following rules shall govern the telegraphers employed by the Great North Western Telegraph Company of Canada, and shall be adopted and take effect on August 1, 1911.

RULES AND WORKING CONDITIONS.

The following rules shall govern the telegraphers employed by the Great North Western Telegraph Company of Canada, and shall be adopted and take effect on August 1, 1911.

ARTICLE 1. Employes assigned to regular service will be classed as telegraphers within the meeting of these rules.

ARTICLE 2. Telegraphers' rights of promotion in each office will be governed by merit, fitness and ability, and where these are sufficient the senior telegrapher will be given the preference.

ARTICLE 3. When a vacancy occurs, the same will be filled by the appointment of the senior telegrapher in that office, who, in the opinion of the proper authority, is capable of filling the position.

ARTICLE 4. A list of all telegraphers employed at Winnipeg, Toronto, Ottawa, Montreal and Quebec will be kept on file at the Company's offices in said cities, showing the dates when said telegraphers entered the service of the Company; such list to be open to the inspection of all telegraphers whose names should appear thereon, and shall be subject to correction on proper representation from any such telegrapher at any time.

ARTICLE 5. In case of a reduction in the number of telegraphers employed, the senior telegraphers in their respective offices, if capable of performing the telegraph work required by the Company, will be retained in preference to

telegraphers junior to them. Any telegrapher in good standing whose services have been dispensed with on account of a reduction of the staff will be given preference of re-employment when staff is increased, if his merit and ability justify it.

ARTICLE 6. A telegrapher declining or being unable to accept promotion shall not forfeit his right to the same or any other position he may be entitled to under Article 2 when a vacancy occurs.

If a vacancy occurs when a telegrapher is on leave of absence (not exceeding thirty days) he will not be debarred from claiming the position to which he is entitled under seniority, and receiving the appointment on resuming duty, if his merit and ability justify it.

All vacancies shall be bulletined by the proper officer within ten days from the time such vacancy occurs.

ARTICLE 7. If a telegrapher be taken off his work for any cause, he shall be given a hearing by his chief Operator, when he shall be given particulars of the charge or charges against him, and shall have the right to have a co-employee of his own selection appear and speak for him. He shall have a right to appeal from the decision to the Superintendent, if one exists, and from the decision of the Superintendent to the General Manager; and if there is no Superintendent the appeal shall be direct from the decision of the Chief Operator to the General Manager. Should no decision be reached within fifteen days after the Division Superintendent or General Manager, as the case may be, has received notice of appeal, he shall receive his regular pay for time in excess of fifteen days until the decision is arrived at.

If the telegrapher is found blameless in the matter under investigation, he will be reinstated, and paid at regular rates for time lost, and necessary expenses while attending such investigation, if away from home.

ARTICLE 8. A telegrapher leaving the service of the Company will, on request to the Chief Operator in writing, as soon thereafter as practicable, be furnished with a certificate by him, stating term or terms of service, capacity in which employed, and whether discharged or leaving of his own accord. If discharged, cause of dismissal will be stated.

If detained by the Company more than five days waiting for such certificate, the telegrapher will be paid regular wages for all time in excess of five days. Unless otherwise requested, this certificate will be mailed to the telegrapher at his last place of employment.

ARTICLE 9. Where the words "Senior Telegrapher" or "Senior Telegraphers" occur in the foregoing rules, they shall mean senior telegraphers or senior telegraphers in length of service.

ARTICLE 10. At offices where four or more telegraphers are employed, the hours for work, except on legal holidays, shall be as follows:—

Nine hours shall constitute a day's work, beginning between 6 a.m. and 9 a.m. Eight hours shall constitute a days' work on split tricks or early or late night duty. Pay for overtime shall be computed on the basis of seven hours constituting a day's work.

ARTICLE 11. On New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, five hours, from 8 a. m. to 1 p.m., and from 1 p.m. to 6 p.m., and four and one-half hours, from 5 p.m. to 9.30 p.m., or from 6 p.m. to 10.30 p.m. shall each constitute a day.

As regards Rule 10, Mr. Campbell dissents as to the hours which shall constitute a day duty and split tricks and recommends eight hours and seven hours, respectively.

ITEM 2 (b) SCALE OF WAGES.

The employees submitted a minimum scale of wages for the Company's principal offices in which operators are employed at a fixed salary, and for the offices at Toronto, Ottawa, Montreal and Quebec proposed the adoption of a percentage grading, along the lines heretofore adopted by the Canadian Pacific Railway Company's Telegraphs in those offices on their lines.

The evidence of Mr. Perry shows that since his appointment, in March last, as General Manager of the Company, the wages of the telegraphers have been increased to the extent of over $7,000; and that by such increase the wages of 106 operators or about half the total number employed have been augmented. Inasmuch as Mr. Perry has only been in charge of the affairs of the Company as General Manager for a short time, the Board is not disposed to recommend a further increase of wages at this time, feeling confident that Mr. Perry is inclined to treat his employees in a spirit of fairness. The board is pleased to note the mutual good feeling existing at present between Mr. Perry and the Company's employees.

The Board recommends that the minimum scale of wages for the future shall not be less than is at present paid the respective operators for the same class of service.

ITEM 2 (c). GRADING OF EMPLOYEES IN CERTAIN OFFICES.

The Board recommends that in Toronto, Montreal, Ottawa and Quebec Offices a system of grading of employees should be adopted, on the following lines, to take effect on January 1, 1912.

The basis for computing in each office the number of telegraphers to be paid specified wages on the present scale, shall be the minimum number employed in that office during any one month in 1911; and the percentage of any class shall not be required to exceed the percentage of such class ascertained on that basis. For example, assume that in any office there are fifty telegraphers, of whom two, or four per cent., are paid $80 per month; five or ten per cent., $75 per month; six, or twelve per cent., $70 per month., ten, or twenty per cent., $65 per month; four, or eight per cent., $60 per month; four, or eight per cent., $55 per month; and four, or eight per cent., $50 per month, and the balance to make up one hundred per cent. are to be paid rates at the option of the Company; the percentage of any class ascertained on the above basis shall not be increased, notwithstanding that at the time this recommendation goes into force there may be

then a larger number in that office in any class, or notwithstanding that at any time, by reason of increase of business the employment of a larger staff is required in any office; in other words, the Company shall have the right to add to the number in any class beyond the number to be ascertained as above without being required to readjust or add to the numbers employed in other classes.

In case the falling off of business in any office necessitates a reduction in the staff below the minimum to be fixed as aforesaid, the reduction shall be carried out under the provision of Rule Number 5.

Our work has been facilitated by all parties concerned.

All of which is respectfully submitted.

(Sgd.) J. V. TEETZEL, Chairman.
FRED. D. MARKEY, For the Company.
D. CAMPBELL, For the Employees.

TORONTO, July 13, 1911.

II. APPLICATIONS FROM EMPLOYEES OF THE JOHN RITCHIE COMPANY, LIMITED, THE WM A. MARSH COMPANY, LIMITED, GALE BROTHERS, AND J. M. STOBO, BOOT AND SHOE MANUFACTURERS OF THE CITY OF QUEBEC.—BOARD ESTABLISHED.—UNANIMOUS REPORT BY BOARD.—NO CESSATION OF WORK OCCURRED.

Applications received—April 3, 1911.

Parties concerned—The John Ritchie Company, Limited, The Wm. A. Marsh Company, Limited, Gale Brothers, and J. M. Stobo, Boot and Shoe Manufacturers of the City of Quebec, and employees.

Applicants—Employees.

Nature of industry concerned—Boot and Shoe manufacture.

Nature of dispute—Wages.

Number of employees affected—Directly, 68, indirectly, 875.

Date of constitution of Board—April 24, 1911.

Membership of Board—Dr. G. W. Jolicoeur, Quebec, Que., Chairman appointed on the joint recommendation of the other members of the Board; Mr. Felix Marois, Quebec, Que., appointed on the recommendation of the employing Companies; and Mr. Joseph Alphonse Langlois, Quebec, Que., appointed on the recommendation of the employees concerned.

Report received—June 26, 1911.

Result of inquiry—A unanimous report was presented by the Board making certain recommendations for the settlement of the dispute. It was understood that the findings of the Board were accepted by the parties concerned.

The report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between various boot and shoe companies of Quebec and their respective employees was received in the Department on June 26. The firms concerned in the disputes were the following, namely: The John Ritchie Company, Wm. Marsh & Company, Gale Brothers and J. M. Stobo, all of the City of Quebec. The boot and shoe manufacturing industry, not being a public utility, can be referred under the terms of the Industrial Disputes Investigation Act only by virtue of Section 63 of the statute, which requires the consent to such reference of both parties to the dispute. In the present case the matters set forth in the several applications received on April 3, were referred by joint consent of the parties to a Board of Conciliation and Investigation, and since the various disputes concerned the same industry, the Department corresponded with the various parties to ascertain the willingness of all concerned to have a single board established, the firms agreeing on a representative in common and the employees also nominating the same person. Under these conditions a Board was established, composed of

the following gentlemen, namely: Dr. G. Will. Jolicoeur, Chairman, Mr. Félix Marois and Mr. Joseph A. Langlois, all of Quebec. Dr. Jolicoeur was appointed on the joint recommendation of Messrs. Marois and Langlois. The number of employees affected by the various disputes was placed at sixty-eight directly and 875, indirectly. The report received was unanimous, bearing the signatures of the three members of the Board, and dealt with the various disputes in turn.

It was understood that the findings of the Board were accepted by the parties concerned.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:

(Translation).

QUEBEC, June 24, 1911.

To the Honourable
W. L. MACKENZIE KING,
Minister of Labour, Ottawa.

SIR.—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the following firms: the John Ritchie Company, Wm. Marsh & Company, Gale Brothers and J. M. Stobo, boot and shoe manufacturers, Quebec and their employees.

After having heard the evidence of both parties in each case and examining the nature of the work of each of the employees concerned, also the methods followed and the prices paid in the boot and shoe factories in Montreal as well as in Quebec, we transmit the following report and the unanimous findings of the three members of the Conciliation Board established under your hand and seal on April 24, 1911.

First—CHARLES GARNEAU VS. THE JOHN RITCHIE COMPANY.

The dispute arose as a result of the introduction of a new machine for pressing heels. With the old machine the plaintiff worked for ten cents per case. The new machine requiring two operations instead of one, he asked twenty cents per case. After having heard the evidence and examined the working of the two machines we have concluded that the work is about the same: a little longer with the new machine, but on the other hand less dangerous. Charles Garneau should be paid twelve cents per case for the two operations on the new machine, or should he prefer, $10 per week, if he accepts engagement by the week as his employer, J. Ritchie, offered him before going before a Board of Conciliation. We may add that everywhere else, or nearly everywhere else, this work is done by the week.

This decision is to take effect from the day on which the matter was submitted to the arbitration of the Board composed of manufacturers and workmen, that is to say, from March 7, 1911.

Second—PHIDIME DROUIN, JOS. GOULET & ADJUTOR FORTIN VS. WM. MARSH & COMPANY.

The demand of the employees for an increase of $1 per week, raising their respective salaries from $11.50 to 12.50 per week, is granted and the increase is to take effect from April 1, 1911.

Third—GALE BROTHERS VS. FERDINAND BERUBE.

The employer Gale was paying Ferdinand Bérubé fifty cents per case for cutting the front of the heels and sandpapering them, and sandpapering and polishing the heels of children's and young ladies' boots and shoes. The employer Gale considers that excessive, inasmuch as F. Bérubé with his 19-year-old boy makes an average wage of $38.75 per week, including even the five or six weeks that he does not work during the summer. The Gale firm being the only one in Quebec for this kind of work, our investigation was made chiefly in Montreal, where we were able to obtain information which justifies us in rendering the following decision: The employer Gale shall pay to F. Bérubé forty cents per case for heels and twenty cents per case for spring heels; this decision to take effect forthwith.

The price of forty cents per case for heels shall apply only to heels not more than one inch in height. Over this height, the price shall be fixed in the proportion of one inch one heel.

Fourth—HUBERT BONNEAU VS. J. M. STOBO.

In the settlement of this difference there were two questions in dispute: (1) the question of wages; (2) the upholding of Article 10 of an agreement existting between the employers and employees. After hearing the evidence, and in accordance with the information obtained here in Quebec and in Montreal, we decided the question without reference to this clause 10, which did not appear to us as having a direct bearing on this dispute and which would have hindered both parties rather than have been of use to either. We, therefore, decide that the employer, J. M. Stobo, shall pay to Hubert Bonneau, $14.00 per week from November 1, 1910, and shall also give him the preference whenever there is work.

As you have already understood from our previous letters, the greatest difficulty in the settlement of these disputes is not so much in the re-adjustment of wages as in the attempt which we have made to bring the workmen and the employers together. A great deal of the present trouble, we believe, is due to the fact that the two associations have for some years looked upon each other as veritable enemies. We have, therefore, taken advantage of every opportunity

that presented itself to point out to the workmen that they should respect the authority of the employer. Have we succeeded in reconciling them? We hope so, but much would still remain to be done. We have, therefore, in concluding our work, informed the two parties that we shall be at their service, if we are needed even after the Board has disbanded.

We shall likewise be ready, Sir, to give you any further information that you may require.

In conclusion we are glad to testify that all parties concerned in the settlement of these differences were ready to give us all the information requested.

Signed at Quebec, June 24, 1911.

(Sgd) DR. G. WILL. JOLICOEUR,
Chairman.
FELIX MAROIS,
Representing the employers.
J. A. LANGLOIS,
Representing the Employees.

III. APPLICATION FROM MEMBERS OF DISTRICT NO. 18 UNITED MINE WORKERS OF AMERICA, EMPLOYED BY THE COAL MINING COMPANIES COMPRISING THE WESTERN COAL OPERATORS' ASSOCIATION. EMPLOYEES DECLARED A STRIKE ON MARCH 31, 1911, ON THE EXPIRY OF A TWO YEARS' AGREEMENT WITH THE EMPLOYING COMPANIES.—BOARD ESTABLISHED.—AGREEMENT SUBSEQUENTLY CONCLUDED THROUGH GOVERNMENT INTERVENTION.

Application received—April 13, 1911.

Parties concerned—The Western Coal Operators Association and employees, members of District No. 18 United Mine Workers of America.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Failure to agree upon the terms of a new working agreement to replace one which expired on March 31, 1911.

Number of employees affected—Directly, 6,000; indirectly, an indefinite number.

Date of constitution of Board—April 21, 1911.

Membership of Board—Reverend C. W. Gordon, D. D., Winnipeg, Man., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; M. Colin Macleod, Macleod, Alta., appointed on the recommendation of the employing Companies; and A. J. Carter, Fernie, B. C., appointed on the recommendation of the employees concerned.

Reports received—July 10 and July 11.

Result of inquiry—The employees concerned in this dispute ceased work on March 31, 1911, on the termination of a two years' agreement with the employing Companies. A Board was established on April 13 by request of the employees. The report of the Board was accompanied by a minority report signed by Mr. Carter. The Operators signified their willingness to negotiate an agreement along the general lines suggested by the Board in its majority report, the employees, on the other hand, accepting the minority report of Mr. Carter. The majority of the mines remained closed down until the middle of November when a new agreement was signed, effective to March 31, 1915.

The Minister received, on July 11, the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Coal Operators comprising the Western Coal Operators' Association and the workmen who had been employed in these mines; also a minority report signed by Mr. Carter. The Companies comprised in the Western Coal Operators' Association are as follows: Bankhead Mines, Limited,

Bankhead; The H. W. McNeill Company, Limited, Canmore: Alberta Railway and Irrigation Company, Lethbridge; West Canadian Collieries, Limited, Blairmore; The International Coal and Coke Company, Limited, Coleman; Royal Collieries, Limited, Lethbridge; Chinook Coal Company, Limited, Lethbridge; Leitch Collieries, Limited, Passburg; Davenport Coal Company, Burmis; Crows' Nest Pass Coal Company, Limited, Fernie, B.C.,; The Corbin Coal and Coke Company, Limited, Corbin, B.C.; Hosmer Mines, Limited, Hosmer, B.C.; Diamond Coal Company, Limited, Diamond City; Canadian Coal Consolidated, Limited, Frank, Alta.; Hillcrest Collieries, Limited, Hillcrest; and the Maple Leaf Coal Company, Maple Leaf. The miners concerned were members of District No. 18 of the United Mine Workers of America. The mines affected are located in eastern British Columbia and the southern portion of Alberta. The number of men concerned was placed at 6,000.

A board was established by the Minister on April 13, and was composed of the Rev. C. W. Gordon, D.D., Winnipeg, Man., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Colin Macleod, Macleod, Alta., named by the operators; and Mr. A. J. Carter, Fernie, B.C., named by the employees concerned. At the time this Board was established the employees concerned had already ceased work on the expiry of a two years' agreement between the Coal Mining Companies and the United Workers' Association, to which very many of the workmen belonged. The coal miners being unwilling to resume work until a new agreement was reached, the mines in question were accordingly closed down.

The matters at issue related to wages and conditions of employment, the latter including the question as to the degree of recognition which should be given by the mine owners to the United Mine Workers' organization.

The Board entered upon its work of investigation in the middle of April. A short adjournment was made on May 12, after which the inquiry was resumed and carried to completion. The Board in its report expressed regret that its efforts to bring the dispute to a conclusion had been unsuccessful. The Board accordingly submitted its findings on the various points of difference regarding the wages which should be paid to the different classes of employees and the other conditions which should be put into effect between the Coal Mining Companies comprising the Western Coal Operators' Association and their employees.

The Western Coal Operators informed the Department of Labour on July 24 of their conditional acceptance of the majority report and their willingness to negotiate an agreement along the general lines suggested by the Board. The Board's report was later referred by the employees' organization to a referendum vote which was understood to have resulted in a majority against the acceptance of the Board's findings.

The mines, with few exceptions, remained closed down throughout the spring, summer and autumn months, resulting in a very considerable reduction of the domestic fuel supply in the Provinces of Saskatchewan and Alberta. The seriousness of the situation in this respect increased with the advent of cold weather. It was not, however, until the middle of November that a settlement

was arrived at, operations in the mines being very generally resumed on the 20th of that month.

The settlement followed a series of conferences at Lethbridge, Alta., between the parties concerned, which were also attended by Honourable Robert Rogers, Minister of the Interior. The new agreement is to continue in force until March 31, 1915, the parties to meet in conference 30 days before its expiry to discuss renewal thereof.

In view of the threatened shortage of coal throughout Alberta and Saskatchewan due to the almost total cessation of mining operations, an Order in Council was passed on July 31 on the recommendation of the Minister of Labour, authorizing a remission of the customs duty on bituminous coal imported into Manitoba, Saskatchewan, Alberta and British Columbia east of the one hundred and twenty-second meridian, which remission continued in force until November 20. It was estimated that the importations of coal into Canada to which the remission of customs duty applied was in the neighbourhood of one million tons.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

BANFF, ALTA., July 5, 1911.

To the Honourable The Minister of Labour,
Department of Labour, Ottawa, Ont.

Sir:

In the matter of the Industrial Disputes Investigation Act and in the matter of differences between the Western Coal Operators' Association and District No. 18, United Mine Workers of America, your Board respectfully presents the following report:

Historical Sketch.—During the years 1909 and 1910 the Western Coal Operators' Association and District No. 18 United Mine Workers of America had been conducting operations under an agreement which terminated March 31, 1911. Under the terms of this agreement, a conference was held at Calgary, Alberta, thirty days prior to the date of expiration of this agreement, to negotiate a new agreement. The conference proved fruitless, the agreement lapsed on March 31, 1911, and immediately the miners throughout practically the whole district covered by the eighteen mines "ceased work."

The Department of Labour immediately offered a Conciliation Board: the parties finally accepted. The Board was constituted with Mr. A. J. Carter of Fernie, B. C., representing the United Mine Workers of America, and Mr. Colin Macleod, of Macleod, Alberta, representing The Western Coal Operators' Association, and Rev. Charles W. Gordon, D.D., of Winnipeg, as Chairman.

The Board re-convened at Lethbridge, Alberta, on April 26, continued in session until May 12, and adjourned; convened at Coleman, Alberta, on June 8, and finally adjourned in Banff, Alberta, on July 5, 1911.

The Board regrets its inability to present a unanimous Report, Mr. A. J. Carter, who represents the United Mine Workers of America, will present a Minority Report. The Board further deeply regrets that after the utmost diligence and care in the securing and weighing of evidence secured during the investigation, and after the most strenuous and prolonged efforts to harmonize the opinions and attitudes of the parties, that it is forced to report a failure in this respect, in that neither of the parties is prepared to accept the finding of the Board. It is, however, the conviction of the Board, that after due consideration of the equity and of the effect of this decision, the parties will come to an agreement upon the basis suggested.

The problems confronting the Board in dealing with this dispute were so intricate and varied, and the issues involved so vast and far reaching, that the time consumed was far beyond the expectation of any of its members. But having entered upon the task, it was felt that anything but the most thorough and exhaustive investigation would satisfy neither the Board itself, nor the Department, nor the country at large.

In conducting its work, the Board placed itself entirely at the disposal of the parties in seeking to possess itself of the fullest data upon every point. Every mine was visited, every witness called, every grievance probed as each party desired. Sworn documents taken from the Company's book were presented, pay-rolls were examined, mine officials and union officials were put on the stand. Sanitation was inspected; the cost of living; the cost of coal production; the tonnage output of mines; the selling price of coal; markets; the relation of coal companies to railway companies; these and all cognate matters at the instigation of the parties and on its own motion, the Board faithfully and fearlessly investigated. No information was refused by either party, no inquiry burked.

When it is remembered that in The Western Coal Operators' Association there are eighteen mining companies represented, working lignite, bituminous and anthracite fields, differing in methods of working and in character of seams, with a capital of $40,000,000, and that in District 18 of the United Mine Workers of America there are eighteen locals, each with its own set of claims and grievances and all united in common aims, it will not be difficult to understand why the Board found it necessary to extend the time of its labours to such a length.

Throughout this investigation the Board has set itself to discover the causes of this perennial strife between the parties to this dispute, feeling that there must be some deep rooted reason, not for divergence of opinion simply—that is explicable and yields to reasonable negotiations—but for the spirit of hostility approaching to bitterness, and of distrust that clouds their every relation.

Many grievances of the miners were reported arising from conditions of work, interpretation of agreement, discrimination, &c., &c., due in some cases to misunderstandings, in some to petty tyranny of subordinate officials, in some to mismanagement of mines, and in some again to unwise interference of Union officers. At this point the Board ventures the opinion that a stupid, tyrannical or unsympathetic pit-boss or foreman may work great injury in a mine and should be removed, and that a meddlesome Secretary of a Local Union can with the greatest ease keep a camp in a state of turmoil. His local should deal with him.

The Board further made the discovery that in the mines best managed there were fewest causes of complaint. These grievances, while individually of comparative insignificance, cumulatively furnish a mass of inflammable material for strike conflagrations. They ought to be dealt with promptly and settled without delay.

But these grievances, while they account for local irritation, do not explain the phenomena of recurring strikes, persistent antagonism and suspicion, impossibility of mutual concession, &c., that have marked the relations between the parties during the past years. What is the cause? Minor grievances, annoying though they be, never appear at the meetings of the Scale Committee where agreements are discussed. Difference of opinion on a wage question is inevitable, but this yields to negotiation by reasonable men. What is the cause of this deplorable feeling? The effects are serious enough to concern thoughtful men all over the country. The situation has become intolerable. The question is not solely for the parties primarily concerned and their interests, vast though they may be, but for those constituting that Third Party. The People, with their immensely greater interests, who, unable to protect themselves from loss and suffering, are wholly at the mercy af those who at will let loose upon them this biennial flood of misery and strife. What is this?

A study of the Calgary conference sets forth one chief cause in clear light. For thirty days the parties sat in conference, so-called, unable to achieve a single step in advance. What blocked the way? The General Provisions of the Agreement, as they are called, and specifically the "Check-off." What is this "Check-off?" It is a plan by which the Company agrees to collect for the Union its dues, assessments, fines, &c., from the employees affected. This plan which seems to be peculiar to the coal mining industry, has found a place in practically all the Districts in the United States where the United Mine Workers of America are in existence, is recognized in the Statutes of Alberta, and has been in operation in all the mines represented in the Western Coal Operators' Association. Why then should the "Check-off" clause become the *bête noir* of every conference? Simply because in the "Check-off" is involved the principle of the "open" or "closed" shop, as also the development, if not the existence, of the Union.

A certain variety of "Check-off" clause the operators will accept, though grudgingly perhaps, but a particular form of "Check-off" the operators resolutely reject. And why? Because in this particular form of "Check-off" clause both the Union and the operators believe they see the closing of the door. At every conference both parties sit with their eyes upon that door. Let it move ever so little, open or shut, and the guns are out. And this in the face of the extraordinary fact that the Union frankly and fully concedes the "Open Shop," and the no less extraordinary fact that the operators frankly and fully concede to the Union the right to exist and develop itself among their employees. Thus the Union, professing the policy of the "Open Door," gently proceeds to close it a little and are surprised and grieved to find behind the door the whole body of the operators shoving as for dear life. Meantime, the Third Party, the People of Canada, gaze and suffer. If the shop is "Open," why bother about

the "Door." A little more sincerity on the part of both parties and a definite understanding upon the question would eradicate what, in the opinion of the Board, is a deep-rooted cause of this continuous strife, and would effectually remove the inability of the parties to rationally negotiate an agreement. Settle the "Open Shop" question, and with that right of the Union to exist and to exercise its proper functions, and there will be little difficulty in finding clear and adequate words with which to frame an acceptable "Check-off" clause with those clauses germane to it, viz., those dealing With Mine Management, Union Jurisdiction, Discrimination, &c., which now invariably awaken strife.

The Board, therefore, suggests that both parties frankly come out into the open in regard to the principle of the "Open Shop" and in regard to the right of the Union to exist and exercise its functions, and then there will be no difficulty in drafting the clauses named above. The operators must remember that a mine is not a hole in the ground with coal in it, but is an industry producing coal for the market in co-operation with labour, and the miners must remember that there are no coal miners unless mines are in operation.

On the question of wages the Board discovered wide divergence of opinion, but, as the investigation proceeded, certain striking features emerged upon the field of inquiry, and prominent amongst these, two in particular, viz., an abnormally low Day-Wage scale and an abnormally high wage for men engaged in pillar coal. Then, too, there was brought out into clear prominence the startling fact that out of the eighteen companies only four have paid any dividends, and these four only intermittently, while during the past two years probably two-thirds of the mines have been operated at a loss.

The Board came across the impression, not only among the miners but also in the community generally, that this was due in some cases to mismanagement and in others to collusion with railway companies. It is true there are instances of loss due to mismanagement and to unfortunate experiment, but this is true only in comparatively few mines. As to railway influence, the Board was unable to discover that such influence was used either to depress the selling price of coal or to increase the cost of production. There are instances where a railway company secures the lowest rate on coal, but this is to be accounted for by the common business custom of giving a better rate where the whole output of product is purchased and where the security is absolute. The Board is of the opinion that under present conditions most of the coal mines in this district cannot without loss increase the cost of production. It is obvious that this fact has a profound influence upon the question of wages. It is equally obvious, however, that in certain cases this influence must be steadily resisted. When the question, for instance, is one of a living wage, the ability of a mine to pay must be disregarded, from the simple consideration that while it cannot be shown to be an absolute necessity that a particular mine should be worked it is clearly evident that the wages a man receives must be such as to support himself and his family in decency and comfort as Canadian citizens.

In coming to a finding upon the wage scale the Board was governed by certain well defined principles:

1. A Living Wage is a necessity.

2. In mines operating under the same Association and within the jurisdiction of the same Labour Union, uniformity should prevail, as far as possible.

3. In the same mining camp equalization of wages should be sought.

4. After passing the limit of the Living Wage the financial standing of the Company should be considered.

In the application of these principles to the Day Wage scale the Board found little difficulty. The rates for both Inside and Outside Day men are obviously too low. The Board, therefore, suggests the advance mentioned in the schedule below.

In approaching the Contract Rates the Board experienced more difficulty. Here a great variation was discovered in the wages paid for the same class of work in different mines. For instance, the average wage for contract miners steadily employed in the Alberta Railway and Irrigation Company's mines stands at $3.54 per day, this being the lowest average in the district. Counting all contract miners in this mine the rate would be lower still. This low rate is partially accounted for by the fact that the character of the mining in these mines seems to demand less highly skilled labour. In other mines general averages for all contract miners for a year showed such variation as is indicated in the figures $3.98, $4.62, $5.46, $5.61 and $6.00 per day. This variation is to be accounted for partly by a difference in the contract rates in different mines, but more by the character of the seam, and the method of working. The Board felt little difficulty in deciding that an average over a mine for contract miners of $3.54 per day was too low, and hence the suggestion that the rates prevailing in the Alberta Railway and Irrigation Company's mines should be advanced three per cent. A higher advance might have been suggested had it not been that already a very substantial increase had been suggested in the Day Wage, which in this particular mine would effect a very considerable proportion in the pay-roll.

In considering the earnings of different classes of contract miners working in the same mine, the Board made another striking discovery, namely, that the miners engaged in Pillars earned wages far in excess of those earned in other kinds of work. The following table of average net daily earnings will illustrate these differences:

AVERAGE CONTRACT (NET) EARNINGS PER MAN PER DAY FOR THE YEAR 1910.

WEST CANADIAN COLLIERIES, LTD.

BELLEVUE MINE.

	Per Day net).
Breasts (up the pitch)	$ 4 89
Breasts (across the pitch)	4 74
Pillars	8 80
Development	4 09
Total contract	5 46

BLAIRMORE MINE.

	Per Day (net).
Rooms	$ 5 22
Pillars	12 31
Development	8 95
Total contract	6 00

LILLE MINE

	Per Day (net).
Breasts	$ 3 33
Pillars	5 04
Development	6 24
Total contract	4 62

INTERNATIONAL COAL AND COKE CO., LTD.

COLEMAN MINE.

No. 2 Seam.

	Per Day (net).
Rooms	$ 4 44
Pillars	6 56
Entry	4 93
Total contract	5 38

No. 4 Seam.

	Per Day (net).
Rooms	$ 5 79
Pillars	6 65
Entry	4 98
Total contract	$ 6 16
Total both seams	$ 5 61

BANKHEAD MINES, LTD.

BANKHEAD MINE.

	Per Day net
Gangways	$ 7 01
Counters	5 31
Chutes	4 37
Breasts	4 36
Crosscuts	4 30
Pillars	7 37
Average earnings	$ 5 20

In support of a claim for these high averages, two facts must be remembered; first, that this pillar work is recognized as more dangerous, and as therefore demanding more highly skilled men, and second, that it appears to be an established rule, though perhaps not invariable, that men who carry up the rooms have their turn at the pillars. But even with these facts in mind, the Board could not bring itself to justify rates of mining that resulted in such remarkable discrepancies between men engaged in the same mine as indicated in the figures, $4.74 and $8.80 for an average daily wage.

These discrepancies stand out more strikingly when the individual earnings are considered. In one mine whose general daily average net wage for the whole mine is $5.61 per day, individual net daily earnings run up in one instance, to $10.13 per day for the year, and in this same mine twenty men show daily net average earnings of $6.72 to $10.31, the lowest daily average in the same mine being $4.01 per day. In another mine where the average net daily earnings for contract men for the year are $6 per day, individual earnings of men steadily employed show a variation of from $3 to $17, $19 and even $20 per day. Indeed the records show a miner earning for four days a daily net average of $44.72. In this same mine fifty-eight men received for the year 1910 net earnings of over $1,000 each. These figures found in documents duly attested as being extracted from the Companies' payrolls impressed the Board not so much with the fact that unduly high wages were being paid, but that rates that permit such extraordinary variations in earnings in the same mine demanded readjustment. The Board, therefore, suggests that the rate for pillar coal be reduced. Hence, the differential in Pillars mentioned in the schedule below of 5 cents to 7 cents per ton as may be decided. So much for pillars rate. Now for Contract Rates generally.

A strong plea was made for a general advance in contract rates throughout the district, but with the exception of the Lille Mine, where for a certain class of work the earnings are too low, and where a readjustment will mean advance, the Board could not see its way to yield to the demand for a general increase of the Contract Rates in the face of the high averages prevailing throughout the district, with the exceptions noted.

The Board might have considered an advance in the case of Michel with a daily average of $3.96 for all contract miners, and of Fernie with a daily average of $3.98 for the year 1910, though these rates can hardly be claimed as below a living wage, were it not for the peculiarly trying conditions of the Company operating these mines, and for the strong declaration of the newly appointed manager that by the introduction of new methods he expects to be able to increase the earnings of the men by ten per cent., at least.

The operators assert that the general result of the acceptance of the schedule of wages below would be an increase in Day Wages amounting to about $280,000 and a reduction by pillar differential of about $46.180 per annum over the district, a total net increase in the Companies' payrolls of $233,820. But though this may appear a somewhat heavy increase, the Board feels that the wages will be more equitably distributed than formerly, the lowest wages paid being increased and the highest reduced.

The Sanitation of the various mining camps came under the careful investigation of the Board. In a number of camps Sanitation has received the careful consideration of the companies, but in regard to the sanitary conditions in others the Chairman found it necessary to call the attention of the local and Provincial authorities to the deplorable neglect of the ordinary precautions against disease, dirt and over-crowding. A company, giving but a perfunctory attention to these matters, lays itself open to the most serious condemnation and cannot hope to win and to retain the respect and cooperation of its employees.

The Board cannot but express its profound regret that nowhere could it discern indications of any sincere and earnest attempt on the part either of a company or of a local union to promote the social, moral and intellectual well-being of the workers in the mines. Earnest and intelligent co-operation here would surely be productive of the best results.

The Board further regrets that by the action of the parties in declining the suggested schedule of wages as a basis of settlement, it was prevented from offering its assistance in preparing an Agreement which could with little difficulty be prepared and which undoubtedly would do much to remove causes of grievance, clarify ambiguity in expression and altogether make for the harmonious co-operation of the parties in the working of the mines.

The Board is convinced, however, that with a clear and definite understanding and a sincere agreement upon the question of the "Open Shop" and with an acceptance of the suggested wage schedule an agreement can be made satisfactory to both parties.

The following is the schedule of wages suggested:

1. That the Day Wage scale be increased as follows:—

Ten per cent. advance up to $3.00, inclusive.

Eight per cent. advance from $3.00 to $3.50, the latter inclusive.

Five per cent. advance above $3.50.

2. A differential of 5 cents to 7 cents per ton in all pillars presently without a differential; the application to be by mutual consent.

3. An adjustment of the Contract Rate at Lille mine so as to make the rate proportionate to the size of the seam.

4. An advance of three per cent. on Contract Rates at Lethbridge.

5. All other Contract Rates to remain unchanged.

I have presented the above as the Majority Report of the Board, Mr. Macleod being in full accord therewith, with the exceptions noted in his subjoined statement.

Respectfully submitted,
(Sgd.) CHARLES W. GORDON,
Chairman.

I concur with the award of the Chairman with the following exceptions:

(*a*) In clause one (1) of the schedule of wages the word "inclusive" should read "exclusive."

(*b*) In clause two (2) the figures "seven" should read "twelve."

(Sgd.) COLIN MACLEOD.

Minority Report.

The text of the minority of Mr. A. J. Carter in this matter is as follows:

BANFF, ALTA., July 6, 1911.

To the Honourable
The Minister of Labour.

In the matter of dispute between the Western Coal Operators' Association and its employees as represented by District 18 U.M.W. of A. which includes practically the whole of the men working in and around the mines operated by the several companies known as the above Association.

The details in connection with the work of the Board have been recorded by your duly appointed stenographer, therefore it is needless for me to outline the proceedings or dwell in any manner upon this feature of the Board's work. I feel, however, in order to emphasize the position taken by the Board in dealing with this dispute that it is essential to point out that all possible speed has been taken, consistent with the importance of the matter under consideration and keeping in mind the probability of getting the parties together with a view of making a mutual settlement, and that no undue delays have taken place. The Board convened at Lethbridge on April 28, and have visited in the meantime most of the camps affected under this dispute.

Before dealing with the matters of dispute that have been brought to the attention of the Board, I desire to briefly touch upon the actions of the Chairman,

Rev. C. W. Gordon, after all evidence had been taken, in trying to arrive at a settlement, and also in the making of the report. It may be somewhat irregular, but I feel it a duty to the Department and the public to do so. On the twenty-sixth ultimo, in requesting the Committees to submit a statement of their relative positions, he stated: "That he had not up to that time understood the points of contention between the parties", and further emphasized his desire to have both parties submit statements showing clearly the points of contention, and outlining those particular things that each party insisted on having even at the expense of a continuation of the deadlock. In response to this request the miners submitted a full and detailed statement setting forth their demands. The operators' reply was impracticable and evasive in the extreme. On the first instant, a proposal regarding wages was submitted by the Chairman to the parties, which was rejected by both on the third. The Board then made an attempt to draft a report, but each of the other members refused to review, or argue on the evidence that had been placed before them, stating that they were agreed to sign a majority report embodying the suggestions contained in the proposal submitted to the parties by the Chairman on the first instant. This procedure was, in my opinion, most inconsistent and, compared with the statement made by the Chairman on the twenty-sixth that "this whole matter is too big a question to be settled in any but a thorough way, and, as far as I am able, I shall make it thorough," it would appear that the interests of the parties involved had become a secondary consideration to the operation of the mines at any cost. Not having had the privilege of reviewing their report, I am unable to say that I agree or disagree with them, with the exception of the matter of wages when, after going over the question briefly, I found I could not conscientiously accept the position taken by the Chairman in the aforementioned proposal.

The matters of dispute resolve themselves into four main questions as follows:

Day Wage Rates, being rates paid to all employees in and around the mines employed by the day.

Contract Rates, being prices paid for the actual mining of coal and work done in connection therewith by the miners.

Differential in Pillars, which is a claim by the operators for a less contract price on this particular class of work when compared with other contract prices, and is generally understood to mean a reduction from rates paid at present in most cases, and the General Provisions of the agreement between the two parties, being clauses governing the conditions of employment and the relationship to be maintained between the two parties.

In considering the evidence submitted, and the statements made by both parties, I would consider that the following would be a fair basis of agreement.

Day Wage Scale.—On rates below $2.50 an advance of fifteen per cent; on rates from $2.50 to $3.15 inclusive, ten per cent; on rates above $3.15 an advance of eight per cent, with the elimination of all twelve-hour schedules.

Contract rates.—Substantial advances at Michel, Lille, Canmore and mines at and around Lethbridge, with a general advance at all mines excepting where extraordinarily favourable conditions exist.

Differential on Pillars.—This cannot be considered as a general principle, and should be taken into consideration only with the conditions existing at the various mines.

General Provisions.—These contain some matters of vital importance to both parties, but, as the representatives of the miners only, submitted what they desire in this direction it is safe to assume that these matters would not long delay settlement providing the question of wages could be satisfactorily arranged.

In support of my position generally, I desire to offer the following arguments.

In dealing with the question of wages the Board was asked to make comparisons between the wages paid in this district and in the mining districts of Montana, Wyoming, Washington and Vancouver Island, and it is shown in practically every instance that the rates paid in this district, both contract and day wage, are much lower than the rates for the same classes of labour in the districts named.

Another point that has been forcibly shown in connection with this matter is the phenomenal advances that have occurred during the past few years in the cost of living. This necessarily curtails the purchasing power of the individual in every case where wages remain stationary.

Another important matter that was drawn to the attention of the Board, and one which appears to have been lost sight of by my colleagues, is the effect of the elimination or restriction of the blasting of coal on the wages of contract miners. When the present contract rates were fixed it is admitted that they were based on the understanding that men were allowed to blast their coal. In many of the mines shooting is now prohibited and this undoubtedly places the men in a very unfavourable position, compared with the advantages they enjoyed when permitted to blast the coal, and after the evidence by all witnesses on this matter, as to the relative opportunities from a wage standpoint, it would only be compensated in a fair and reasonable manner as they are in other districts when blasting is eliminated.

I find that there have been substantial increases in wages granted on this Continent to all classes of labour, during the past few years, and I am of the opinion that the men working in and around the mines are justly entitled to the same consideration. According to the evidence submitted, the miners have not received any material advances in wages, in fact a great majority have not received any increase since the present rates were fixed some years ago. It is apparent that the majority of the contract miners in the district are averaging less than four dollars per day, which according to the testimony of every company official should in their judgement be from $4 to $5 per day. It has also been freely admitted by all company officials who were examined that they have received substantial increases during the past two years, and this is a further argument in favour of the claims of the miners. At Coal Creek, Michel, Lille, Lethbridge and Canmore the conditions were most unfavourable to the men, and it was pointed out that in many instances it was an impossibility for the

men to make a wage that would, at least, ensure them a decent living. In almost all the mines, owing to the nature of the winter's experience out in the West, it is an impossibility to give the men an opportunity to work regularly, even if other matters, such as steady trade, railway facilities, &c., are all favourable. It is, therefore, absolutely necessary that a man should have an opportunity of making a fair wage in order to withstand these contingencies. It is quite true that some mines show much above the average, but these are exceptional, and generally the class of work where these wages are obtained is of such hazardous and dangerous character that they are warranted to the fullest extent. This, however, is not uncommon in the mining industry, and it is a fact, that in practically every coal field in the world there are mines at which men earn more than the average wages, consequently I do not think that the men in this field be singled out regarding this particular feature, or that evidence on this point should be taken to prove that wages generally are exceptionally high. I desire to draw attention to one matter in connection with the averages that were submitted by one company. I refer to those of the Crow's Nest Pass Coal Company. In Coal Creek, the manner in which the Company endeavoured to place statements before the Board was misleading and were compiled in such form as to leave a wrong impression as to what the correct averages were for these particular mines. The method adopted was to show some of the averages of men who had worked under the most favourable conditions and leave out those who had worked under unfavourable conditions; again in Michel according to testimony, it had been the practice for two men to be loading on one contract check and all the coal sent out would be credited to one man, the other man being classed as a company man, and paid as such. Under this method whatever earnings over $3 were credited to the contract miner would have to be divided between the two men in that place, and while the average would be shown as the full amount received by the contract miner, the actual wages would be less fifty per cent. of the amount above $3. The adoption of this method of payment also clearly shows that the contract rates in such cases are not sufficient for the miner to make wages, hence the necessity for review.

In all cases the payrolls asked for were not submitted, but extracts given that would take up considerable time before any intelligent understanding as to the manner of compiling, or the information they intended to convey, could be reasonably arrived at, and, taking into further consideration that all documents have been kept at all times, almost exclusively in the possession of the Chairman, it has placed me in the position of being able to get only a slight knowledge of the facts they may contain. While the miners were not in a position to submit evidence contradictory to the statements of daily averages submitted by the companies, it was shown, in the case of the Crow's Nest Pass Coal Company that the daily averages submitted did not give any actual idea of the real earnings. In connection with this matter a letter was filed by the Ex-Secretary of Michel Local which was received by himself from the Crow's Nest Pass Coal Company, in connection with certain compensation claims, showing the average weekly amount earned by contract miners during 1909 to be $12.36. This, I would like to point out, is made up in the manner prescribed by the

Workmen's Compensation Act, and should, under the circumstances, be much more reliable information on actual earnings than the other statements submitted by the Company.

In connection with the differential on Pillars, I find that this could not be applied as a general principle, as the conditions affecting the earnings of the men in this class of work vary considerably at the different mines, as the physical conditions of the same vary. It is true that in some of the mines exceptionally high wages are made under most favourable circumstances, but this does not apply generally. In some of the mines, the differential is already in operation, but this is not true of the majority, nor should it, in my opinion, be the case, and it may be pointed out that there are mines where no differential now exists that the men employed are making only low wages, in many instances even below the minimum rate for miners. In the case of the differential existing at Hillcrest, as a result of an award made by the Rev. Hugh Grant as Arbitrator, on July 7, 1909, it was clearly stated that such reduction was given, not on account of any principle of differential, but on account of the adverse conditions in connection with the outside haulage, and this in my opinion is not a justifiable method of determining prices to be paid in the mines, nor should it be taken into consideration in discussing the principle generally.

I have little to add to the statement already given covering General Provisions, but would point out that both parties insist on certain principles being embodied in the manner laid down by the respective parties. Possibly the most serious point of contention is the Check-off, which is practically an assignment on wages for dues, given by members of the United Mine Workers of America, and for the collection of which the companies are responsible. This is a principle which has been acknowledged in various forms since the Organization of the United Mine Workers of America, and I cannot see that the companies would be justified in refusing this at this time, or of imposing any worse conditions on the men than have existed previously.

One other very important matter in connection with the mining industry in this district, which is very noticeable, and which has a very detrimental effect on the welfare of both men and operators, is the overproduction. There are too many men available to meet the present demand for coal; consequently, it is impossible to insure the miners steady employment: I am of the opinion, though this may not be within the scope of my duty as a member of the Board, that the Government should take some measures to check the indiscriminate immigration into this coal field.

The operators have, in many circumstances, endeavoured to show that the mines were not on a paying basis, but have not during any part of the proceedings contended that they were unable to procure a higher price for their coal. I am of the opinion that an increase of eight to ten cents per ton on the selling price would meet the increases asked for by the men.

Respectfully submitted,

(Sgd.) A. J. CARTER,
Representative Employees.

IV. APPLICATION FROM EMPLOYEES, MEMBERS OF GOWGANDA MINERS' UNION NO. 154 WESTERN FEDERATION OF MINERS, OF THE HUDSON BAY MINING COMPANY, LIMITED, GOWGANDA, ONT.—BOARD ESTABLISHED.—EMPLOYEES DECLARED STRIKE.

Application received—May 25, 1911.

Parties concerned—The Hudson Bay Mining Company, Limited, Gowganda, Ont., and employees, members of Gowganda Miners' Union, No. 154 Western Federation of Miners.

Applicants—Employees.

Nature of industry concerned—Silver mining.

Nature of dispute—Reduction in wages and increased charge for board.

Number of employees affected—30.

Date of constitution of board—June 8, 1911.

Membership of Board—Mr. George Ritchie, K.C., Toronto, Ont., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Professor John Sharp, New Liskeard, Ont., appointed on the recommendation of the employing Company; and Mr. Duncan J. McDonnell, Gowganda, Ont., appointed on the recommendation of the employees concerned.

Reports received—July 10, 1911.

Result of inquiry—Report of Board was accompanied by a minority report signed by Mr. McDonnell. The employees, being unwilling to accept the Board report, declared a strike. Operations were discontinued in the mines for nearly a month and a half but were resumed with other workmen at the end of July.

The Minister of Labour received on July 10, the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Hudson Bay Mining Company, Limited, of Gowganda, Ont., and its employees, members of Gowganda Miners' Union, No. 154, Western Federation of Miners. A minority report was also received from Mr. Duncan J. McDonnell, member appointed on the recommendation of the employees concerned.

In the application for the establishment of this Board it was stated that the dispute in question related to a reduction of wages by the Company and an increase in the price for board, the employees demanding that the old scale of wages should be continued. The number of employees affected by the dispute was given as thirty.

The Board which was appointed to investigate the differences was composed as follows: Professor John Sharp, New Liskeard, Ont., member appointed on behalf of the employing Company; Mr. Duncan J. McDonnell, Gowganda, Ont., member appointed on the recommendation of the employees concerned;

and Mr. George Ritchie, K.C., Toronto, Ont., Chairman, appointed by the Minister in the absence of any joint recommendation from the foregoing members of the Board.

The Board met on June 15, at the Company's mine about twelve miles from the village of Gowganda. At this meeting the Company produced the scale of wages in question and gave the following reasons in support of their action, namely, the extra cost of bringing supplies to the locality; that the property was not sufficiently developed to justify any further expenditure for the accommodation and convenience of the men; that the old scale of wages was too extravagant and higher than the wages paid at other mines around Gowganda; that the cost of the work done was not justified by the results shown; and that about eighty per cent. of the men working in the operating mines around Gowganda were getting wages on the new scale submitted by the Hudson Bay Mining Company. The employees, on the other hand, submitted the evidence of many witnesses and claimed that the remoteness of the locality, the loss of time and expense going to and returning from Gowganda, as well as the extra cost of such necessities as the men required, justified their contention that the old scale of wages should not be changed. The Board also visited the bunk-house which had been complained of and unanimously recommended that the same should be suitably enlarged and the roof mended. The day following the Board visited several of the mines in the district and found that the men were, on the whole, contented with their wages and condition.

The report was signed by the Chairman and Professor Sharp, member appointed on the recommendation of the Company, and was favourable to the contention of the Company; the Minority report signed by Mr. Duncan J. McDonnell, member appointed on the recommendation of the employees, being favourable to the men.

The Board findings were not accepted by the employees, most of whom went out on strike about the middle of June. The Mines were closed down for about a month and a half, when operations were resumed with other workmen. It was understood that the strike of the Company's former employees continued in force for months following and that some of the individuals concerned were still on strike on March 31, 1912.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

GOWGANDA, June 6, 1911.

To the Honourable
Wm. L. Mackenzie King, C.M.G.,
Minister of Labour,
Ottawa, Ont.

SIR:—In the matter of the Industrial Disputes Act, 1907, and in the matter of the differences between the Hudson Bay Mines at Gowganda and its employees.

The Board of Conciliation convened at the Company's Mine, near Hanging Stone Lake, about twelve miles from the village of Gowganda, on June 15, 1911, in the presence of all the employees at the mine.

There were present Mr. Duncan J. McDonnell, a member of the Board appointed by the employees, Professor John Sharp, M.A., appointed by the Company, and George Ritchie, the Chairman.

The employees named Fred. J. Carroll to represent them before the Board. The Company named Horace G. Young to represent it before the Board, both parties consenting, and the members of the Board were duly sworn.

The Chairman briefly explained the scope and objects of the Industrial Disputes Investigation Act, and asked for the co-operation of both sides.

The Company then produced the scale of wages in question and adduced evidence in support of it, showing that the extra cost of bringing supplies to this remote locality, a distance of about sixty miles from the railway, amounting to $1.60 per one hundred pounds, justified the reduction from the old scale of wages to the new scale, that the property was merely a prospect and not yet sufficiently developed to justify an expenditure for the accommodation and convenience of the men further than the buildings and conveniences at present existing; that the old scale of wages was too extravagant and higher than the wages paid at mines around Gowganda in a like state of development; and that the cost of the work done was not justified by the results shown; that about eighty per cent. of the men working in the operating mines around Gowganda were getting wages on the scale submitted by it.

On the other side the men submitted the evidence of many witnesses and showed that owing to the remoteness of the locality and the difficulty of ingress and egress, there being two portages and a trail, very swampy, of about fourteen miles, the loss of time and expense going to and returning from Gowganda (fare $1.50 for both ways), the extra cost for such necessities as the men required for wearing apparel &c., amounting to about 38 cents per week, each man, as compared with Cobalt prices, justified their contention that the old scale of wages should not be disturbed. (See memo. of comparison between the old scale and the new scale herewith enclosed.)

The Board visited the bunk-house and heard evidence from the men showing that it was too small to accommodate twenty-six men; that the roof leaked, and the Board was unanimous in finding that the bunk-house should be suitably enlarged and the roof mended. There was no complaint about the food.

In the course of taking the evidence, reference was made to the Millerette Mine and the O'Brien Mine (Big Six), about three miles from Gowganda, and the Board deemed it advisable to visit these mines.

Accordingly, on the following day the Board visited the first of the above mines and took further evidence as to the scale of wages paid the men there. The Board next visited the O'Brien Mine and obtained the scale of wages paid to the men there, and it was shown that the men were content at these two places with their wages and accommodation although they worked ten hours per day.

The men further submitted the scale of wages paid the men at the Labrick Mine, the Boyd-Gordon Mining Company, the Calcite Lake Mining Company, the Powerful Mines, Limited, the Reeves-Dobie, Blackburn and Big-Six. Some of these are in operation and some are not, but all are referred to in the "Labour Gazette" under date of March, 1911, at page 985.

The scale of wages paid the men at Big Six is enclosed herewith marked "A". The scale of wages paid the men at the Millerette Mines is hereto annexed marked "B". The scale of wages submitted by the Hudson Bay Company and posted at the door of the bunk-house is hereto annexed marked "C". In this latter scale the wages of the blacksmith instead of being reduced to $3.50 per day continued at $4, and with this exception the scale marked "C" is what the Company contend for.

After securing such evidence as the Board deemed necessary, it convened on the evening of June 16, at Gowganda, and after considering the matter in dispute in all its phases, Mr. McDonnell contended very strongly that the old scale should be restored, Mr. Sharp contending very firmly that the new scale under the circumstance was only fair to the Company as compared with the wages paid by other mining operators.

A compromise was suggested by the Chairman to split the items in difference, but neither side would yield on any points and except as to the improvements in the bunk-house, which the Company agreed to remedy, the Board was unable to make an unanimous report.

All of which is respectfully submitted,

(Sgd) GEO. RITCHIE,
Chairman.
JOHN SHARP,
Member.

"A"

WAGE SCALE.

We make no charge for board, and the following amounts are what the men receive clear of all expenses.

	Per hour.	Per shift.
Drill runners, in shaft stope, or raise	$ .30	$3.00
Drill runners, in drift or cross cut	.27½	2.75
Drill helpers, in shaft, stope or raise	.25	2.50
Drill helpers, in drift or cross cut	.22½	2.25
Topmen,muckers trammers	.20	2.00
Blacksmiths	.35	3.50
Blacksmiths' helpers	.22½	2.25
Carpenters	.32½ and .30	3.25 and 3.00

WAGE SCALES—*Concluded.*

	Per hour.	Per shift.
Carpenters, helpers	.25	2.50
Axe men, general work	.22½	2.25
Pick and shovel, general work	.20	2.00
Firemen	.22½	2.76

From the above it will be seen that we are paying on the average about 25 cents per shift more than is paid for the same class of work by the majority of mines in Cobalt.

"B"

Millerette Silver Mining Company, Limited

SCALE OF WAGES FOR MEN EMPLOYED AFTER OCTOBER 1, 1909.

Shifts are ten hours except at the Power Plant where twelve-hour shifts are worked. Overtime paid at same rate as regular time. One dollar per month deducted from each man for Medical Service. Seventy-five cents per day charged to each man for Board. Men will be charged full board unless absent for three successive meals or more.

OCCUPATION.

	Rate No. 6. Per hour.	Per shift.	
Drill runners in shaft, stope or raise	$ .37½	$3.75	$3.00
Drill runners in drift, or cross cut	.35	3.50	2.75
Drill helpers in shaft, stope or raise	.32½	3.25	
Drill helpers in drift or cross cut	.30	3.00	
Hoistmen	.32½	3.25	
Topmen, Muckers, Trammers and Nippers	.27½	2.75	
Blacksmiths, general	.37½	3.75	
Blacksmiths, steel sharpening	.40	4.00	
Blacksmiths' helpers	.32½	3.25	
Carpenters	.37½	3.75	
Carpenters' helpers	.30	3.00	
Axemen, pick and shovel, general work	.27½	2.75	
Firemen	.32½	3.90	
Hand-steel miners (hammermen)	.32½	3.25	

Special work not on this list at varying rates.
Cordwood paid $1.50 per cord. Board charged at 75 cents per day.

"C"

WAGES TO GO INTO EFFECT APRIL 15, 1911.

Machine runner, in shaft	$ 3.75
" helper, in shaft	3.50
" runner, in drift	3.50
" helper, in drift	3.25
Muckers	2.75
Surface labourers	2.75
Blacksmith	3.50
" helper	2.75
Hoistman	3.25
Teamster (monthly)	50.00
Woodcutters (per cord)	1.50

For nine-hour day. Board 75 cents per day.

By order

(Sgd.) H. G. YOUNG,
Manager.

OLD SCALE OF WAGES.

There was no drift at this time.

		Clear.
Shaft, Machine runners	4.00	3.30
Machine helpers	3.50	2.80
Machine Muckers	3.25	2.55
Surface labourers	3.25	2.55
Blacksmith	4.00	3.30
Blacksmith's helper	3.25	2.55
Hoistman	3.50	2.80
Teamster—$50 per month		1.91½

60 cents for board.

NEW SCALE.

		Clear.
Shaft—Machine runner	$ 3.75	$2.87½
Machine helper	3.50	2.62½
Drift—Runner	3.50	2.62½
Runner helper	3.25	2.37½
Muckers	2.75	1.87½
Surface labour	2.75	1.87½
Blacksmith	3.50	2.62½

NEW SCALE—*Concluded.*

		Clear.
Blacksmiths' helper	$2.75	1.87½
Hoistman	3.25	2.37½
Teamster—$50 per month		1 91½

75 cents off for board.

By order of

(Sgd.) H. G. YOUNG.

WHAT REDUCTION AMOUNTS TO PER SHIFT.

Shaft—Machine runners	$ .42½
Machine helpers	.17½
Drift—Runner	
Muckers	.67½
Surface labour	.67½
Blacksmith	.67½
Blacksmiths' helper	.67½
Hoistman	.42½
Teamster (no change)	

HUDSON BAY MINES, LIMITED.

SCHEDULE OF WAGES—GOWGANDA CAMP.

	Old scale.	New scale.
Machine men	$ 4.00	$3.50
Machine helpers	3.50	3.25
Muckers	3.25	2.75
Blacksmiths	4.00	4.00
Blacksmiths' helpers	3.25	2.75
Deckmen	3.25	2.75
Hoistmen	3.50	3.25
Surface labourers	3.25	2.75
Teamster (monthly)		50.00
Engineer	3.50	3.50
Cook (monthly)		80.00

Seventy-five cents per day deducted from all employees for board except those employed at the monthly wage.

(Sgd.) HUDSON BAY MINES, Ltd.,
Per H. G. YOUNG,
Manager.

Minority Report.

The text of the minority report of Mr. Duncan J. McDonnell is as follows:

GOWGANDA, ONT., June 22, 1911.

In the matter of the Industrial Disputes Investigation Act and in the matter of differences between the Hudson Bay Mining Company and its employees, the Board of Conciliation appointed to inquire into this matter met at the mine near Hangingstone Lake, Gowganda, on Thursday, June 15, at 2 o'clock, p.m. Those present included Geo. Ritchie, Chairman, who was appointed by the Hon. the Minister of Labour, John Sharp, appointed by the Company, and Duncan J. McDonnell, appointed by the employees.

The members of the Board being duly sworn then proceeded to take evidence. The Company was represented by H. G. Young, Manager, Arthur Pooley, foreman, and C. E. Cook, timekeeper. The employees were represented by Fred. T. Carrol, Nicolas King, Duncan Campbell, Alex. Chisholm, Thomas Temple, and others of the employees, who acted as witnesses.

Both parties consenting, H. G. Young presented the Company's side of the case, and submitted a wage scale introduced in the first instance by himself, without consulting the Company in the matter, and claimed as his reasons for doing so that the Millerette Mining Company were paying the same rate of wages and that the cost of freighting provisions into the Camp was high, also that the previous Manager (now deceased) did not run the mine upon an economical basis.

Arthur Pooley, the foreman at the mine, then gave his evidence and claimed that sixteen of the twenty-seven men affected still remained at the mine, stating that those who ceased work made no complaint, but asserted that in his (Pooley's) mind the new scale was too low and as proof he admitted that he made an advance of twenty-five cents per shift to some of the men, but that this change was not upheld by the General Manager.

After the Company's evidence had been given Fred. T. Carroll presented the employees side of the case, and proved that the new scale of wages which was posted on April 15, had been altered somewhat. Several employees were examined who gave evidence of the bunk-house being unfit for the men to live in, and also that all the employees were dissatisfied with reduction owing to the many inconveniences of the locality and demanded unanimously that the wages should be, at least, as denoted in former scale.

After all the evidence deemed necessary was obtained at the mine the Board then adjourned for the day after deciding to visit the Millerette mine which pays the lowest wage in camp.

Friday, June 16, the Millerette property was visited and upon inquiries being made it was demonstrated that the Millerette Mines, Gowganda, were paying slightly over the scale adopted by the Hudson Bay Company. The Board then visited the Miller Lake O'Brien and were tendered a copy of their wage scale, which showed they were paying a much better wage than the Millerette

Mine, and not as H. G. Young had stated. The sleep camps, although not the best, bore a greater resemblance to human habitation than the shelter at Hudson Bay property.

The same evening (June 16) the Board met to consider evidence and after a lengthy discussion in analysing the situation, failed to arrive at a satisfactory conclusion. The Chairman suggested a compromise which neither of the other members would agree to. In my opinion the Company had no reason to introduce a reduction in wages as they were not by any means paying the highest scale in Gowganda.

The conditions under which the men live and work are far from being as they should be. The bunks are hard boards without even a common mattress whilst the blankets can speak and act for themselves. There is no "dry" accommodation for the miners and indeed taking the property as a whole it is not operated with any degree of consideration for the men.

The contention of the Company that cut was justifiable owing to prohibitive cost of mining is perfectly absurd, as the same argument would apply with more than equal force in favour of the men.

Under all the circumstances of the case, and taking into consideration the entire evidence, I am convinced the employees have not been fairly dealt with in the premises, and without any hesitation do state that the Hudson Bay Mining Company have been guilty of using their men unfairly, to say the least. Furthermore, I wish to conclude in this my report that, regardless of the findings of any individual member of this Board, the fact still remains that the Hudson Bay Mining Company have directly infringed Section 57, Chapter 20, of the Industrial Disputes Investigation Act, 1907, and are therefore liable in that respect.

All of which is respectfully submitted.

(Sgd). DUNCAN J. MCDONNELL,
Gowganda, Ont.

V. APPLICATION FROM EMPLOYEES, MEMBERS' OF COAL HANDLERS' UNION NO. 319 OF THE CANADIAN NORTHERN COAL AND ORE DOCK COMPANY, LIMITED, PORT ARTHUR, ONT.—BOARD ESTABLISHED.—UNANIMOUS REPORT BY BOARD.—AGREEMENT CONCLUDED.

Application received—May 17, 1911.

Parties concerned—The Canadian Northern Coal and Ore Dock Company, Limited, Port Arthur, Ont., and employees, members of Coal Handlers' Union, No. 319.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and conditions of employment.

Number of employees affected—Directly, 150; indirectly, 200.

Date of constitution of Board—June 2, 1911.

Membership of Board—His Honour Judge John McKay, Port Arthur, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. George F. Horrigan, Port Arthur, Ont., appointed on the recommendation of the employing Company; and Mr. Arthur Boyd, Port Arthur, Ont., appointed on the recommendation of the employees concerned.

Report received—June 19, 1911.

Result of inquiry—A unanimous report was presented by the Board, in which it was stated that a settlement had been effected of all matters in dispute, an agreement effective from May 1, 1911, to April 30, 1912, having been signed by both parties concerned.

The Minister of Labour received on June 19 the unanimous report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Canadian Northern Coal and Ore Dock Company, Limited, of Port Arthur, Ont., and its employees, members of Coal Handlers' Union No. 319.

In the application for the establishment of this Board it was stated that the dispute in question related to demands on the part of the employees concerned for increased wages, and increased compensation for overtime, also that members of the Union should not be discriminated against, and that when an agreement was concluded between the parties it should remain in force for a period of one year. The number of employees affected by this dispute was estimated at 150 directly and 200 indirectly.

On May 19 the Minister of Labour established a Board of Conciliation and Investigation to inquire into the matters in dispute. The Board was constituted as follows: Messrs. Geo. F. Horrigan and Andrew Boyd, both of Port Arthur, Ont., members appointed on the recommendation of the employ-

ing Company and the employees respectively; and His Honour Judge John McKay, also of Port Arthur, Ont., Chairman, appointed by the Minister on the joint recommendation of the foregoing members of the Board. The Board met on June 2 and continued to hold sittings from that date until June 16, when a settlement was effected of all matters in dispute, an agreement being signed by representatives of the Company and the employees concerned, this agreement to take effect from May 1, 1911, and to continue in force until April 30, 1912. Concessions were made on both sides, the men modifying their demands respecting wages and compensation for overtime, and the Company, on the other hand, granting the employees' demands that members of the Union should not be discriminated against and that the life of the agreement, when concluded, should be for a period of one year. The Company also agreed to reinstate the five men who were discharged in the month of May, 1911. It was arranged that on the fifteenth day of January, 1912, the General Manager, or other representatives of the Company, would meet with three employees or their representatives for the purpose of drawing up a new agreement to go into effect the first day of May, 1912.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

To the Honourable,
The Minister of Labour,
Ottawa, Ont.

In the matter of the Industrial Disputes Investigation Act, 1907, and of the dispute at the City of Port Arthur; between the Canadian Northern Coal and Ore Dock Company, Limited, employers, and the said Company's employees as represented by the Coal Handlers' Union, No. 319, employees.

The Board of Conciliation and Investigation appointed herein under the provisions of the above-named Act, and composed of Andrew Boyd of Port Arthur, recommended by the employees, George Francis Horrigan of the same place, recommended by the company, and His Honour Judge John McKay of the same place, appointed on the joint recommendation of the other members of the Board by the Minister of Labour as Chairman of the Board beg to report as follows:—

By mutual agreement we met on the second day of June A.D., 1911, subscribed and took the oaths of office and held two sittings on that date.

The Board met on the fifth and seventh days of June, 1911, endeavouring to bring about a settlement of the differences between the said Company and its employees, but did not then succeed in doing so.

On the eighth, ninth, twelfth and thirteenth days of June, 1911, evidence was adduced on behalf of the employees and at the close of the evidence a further effort was made to bring about a settlement.

Two sittings were held on the sixteenth day of June, when a settlement was agreed upon in regard to all matters in dispute herein.

The Chairman drew up the agreement and it was duly signed in our presence by all the representatives who appeared before us for the respective parties herein, and a copy of such agreement is herewith transmitted.

The Board are unanimously of the opinion that the agreement effected is fair and reasonable under the conditions prevailing at the Cities of Port Arthur and Fort William.

The Board having concluded its labours agreed upon the above report.

All of which is respectfully submitted.

(Sgd.) JOHN MCKAY,
Chairman.

ANDREW BOYD.

GEO. F. HORRIGAN,
Members of Board of Conciliation.

PORT ARTHUR, June 17, 1911.

Memorandum of Agreement.

Memorandum of Agreement made this sixteenth day of June, A.D., 1911, between the Canadian Northern Coal and Ore Dock Company, Limited, of the first part, and the employees of the said Company engaged as Coal Handlers, of the second part.

The said employees of the second part covenant and agree to and with the said Company of the first part that they will faithfully, honestly and diligently serve the said Company in the capacity of coal handlers at the Company's premises in the City of Port Arthur in the District of Thunder Bay, and obey the lawful and proper orders and directions of the Company's agents and superintendents for and during such reasonable hours as the Company may have work for the said parties of the second part to perform from the first day of May A. D., 1911, until the thirtieth day of April A.D., 1912, at the following rate of wages, that is to say: twenty-five cents per hour for dock work and thirty cents per hour for boat work during the season of navigation and one and a half time to be paid for work performed on Sundays, and for overtime, that is to say for work performed between seven o'clock in the evening and six o'clock in the morning, and at the rate of twenty-two and one-half cents per hour for work performed between the close of navigation and the thirtieth day of April, A.D., 1912.

The said Company of the first part covenants, promises and agrees to and with each of the parties of the second part that they will employ the said parties for such reasonable hours as they may have work for the said parties to perform as coal handlers during the said period so long as they perform faithful service

at the rate of wages per hour hereinbefore set forth and pay such wages so earned each month to each of the said employees on the fifteenth day of each succeeding month.

The said Company of the first part hereby agrees with the parties of the second part that they will re-instate at once the five men discharged in the month of May, A.D., 1911, and that the members of the Union will not be discriminated against.

The said Company of the first part also convenants, promises and agrees to and with the parties of the second part that on the fifteenth day of January A.D., 1912, at the hour of three o'clock in the afternoon at the Company's office in the said City of Port Arthur the General Manager or other representatives of the said Company will be prepared to meet with three representatives of the said employees and consider, discuss and decide on the schedule of wages payable for the year commencing the first day of May, A. D., 1912.

In witness whereof the said parties have hereunto set their hands the day and the year above written.

(Sgd.) N. N. JORPLAND,
Superintendent of the Canadian Northern Coal & Ore Dock Company, Limited.

(Sgd.) MECHEL PENTO,
G. ROSS,
N. CIACCO.
Representatives of the Employees of the second part.

Witnesses:

(Sgd.) JOHN McKAY,
GEO. F. HORRIGAN,
ANDREW BOYD.

VI. APPLICATION FROM THE SECTIONMEN EMPLOYED BY THE MICHIGAN CENTRAL RAILWAY COMPANY.—SETTLEMENT EFFECTED THROUGH DEPARTMENTAL INTERVENTION.

Application received—May 18, 1911.
Parties concerned—The Michigan Central Railway Company and sectionmen.
Applicants—Employees.
Nature of Industry concerned—Railways.
Nature of dispute—Reduction in wages.
Number of employees affected—1,200 to 1,400.

The employees concerned in this dispute ceased work on May 1 on account of a proposed reduction in their rates of pay. Application was later made by the employees for the establishment of a Board. Whilst communications were passing between the Department and the parties concerned relative to the establishment of a Board, an officer of the Department proceeded to St. Thomas at the Minister's request for the purpose of conferring with the parties. As a result the Company restored the scale of wages which had existed prior to May 1, 1911, and announced its willingness to re-engage those who had ceased work.

On May 3, the Department of Labour was informed as a result of orders issued on April 28, by the Michigan Central Railroad Company, directing a reduction of ten cents per day in the wages of its Maintenance-of-Way Employees, a number of the sectionmen affected on the Company's lines in Canada refused to accept the lower rates of remuneration and had ceased work. On May 20, application was made to the Department of Labour on behalf of the sectionmen concerned, for the establishment of a board of Conciliation and Investigation under the Industrial Disputes Investigation Act, to which the matters at issue between the Company and its employees should be referred for adjustment. It was claimed on behalf of the employees that the reduction of wages had been made without proper notice, and in violation of the provisions of the Industrial Disputes Investigation Act in this respect. The application was not entirely in form and whilst communications were proceeding between the Department and the employees on these points Mr. E. H. Williams, an official of the Department, was instructed to proceed to St. Thomas, Ont., to confer with the parties concerned and to report on the circumstances of the dispute for the Minister's information.

As a result of interviews which Mr. Williams had with the officials of the Michigan Central Railroad Company, it was stated by the latter that the railway management had not been previously aware of the requirements of Section 57, of the Industrial Disputes Investigation Act concerning proposed changes in conditions of employment as to wages and hours. Later, it was announced by the Company, as a result of the information placed before them by the Depart-

ment, that the rates of wages paid sectionmen before the change should be restored and the former employees reinstated if they so desired. The rates of wages restored by the Company's orders were $1.65 per day for yard sectionmen and $1.60 for sectionmen along the line. The scale of wages in question is that which had prevailed on the Michigan Central lines in Canada between May 1, 1910, and April 30, 1911. The number of employees concerned was understood to be between 1,200 and 1,400.

On May 27, a resolution in the following terms was adopted at a meeting of Michigan Central Maintenance-of-Way Employees in St. Thomas: 'Resolved, that we, the sectionmen employed on the Canadian lines of the Michigan Central Railroad, in meeting assembled, desire to place on record our approval of the Industrial Disputes' Investigation Act, 1907, as a means of satisfactory settlement of disputes without strike or lockout, and desire, further, to thank the Department of Labour for its prompt action in sending so capable an Officer of the Department to aid in restoring the very pleasant relationship existing previous to May 1, between the above Company and its sectionmen.

(Sgd.) JACOB MORS,
Chairman,

(Sgd.) F. CHINN,
Secretary.

VII. APPLICATION FROM ELECTRICAL WORKERS, MEMBERS OF LOCAL UNION NO. 339, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS OF AMERICA, EMPLOYED BY THE CITIES OF PORT ARTHUR AND FORT WILLIAM, ONT.—BOARD ESTABLISHED.—UNANIMOUS REPORT BY BOARD.—AGREEMENT CONCLUDED.

Application received—May 27, 1911.

Parties concerned—The Cities of Port Arthur and Fort William, Ont., and electrical workers, members of Local Union No. 339, International Brotherhood of Electrical Workers of America.

Applicants—Employees.

Nature of industry concerned—Electrical work.

Nature of dispute—Wages and hours.

Number of employees affected—Directly, 32; indirectly, 66.

Date of constitution of Board—June 8, 1911.

Membership of Board—Rev. S. C. Murray, D.D., Port Arthur, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. J. Dix. Fraser, Port Arthur, Ont., appointed on the recommendation of the Corporations of Port Arthur and Fort William; and Mr. C. W. Foster, Fort William, Ont., appointed on the recommendation of the employees concerned.

Report received—July 3, 1911.

Result of inquiry—A unanimous report was presented by the Board, in which it was stated that a uniform agreement had been signed by both Cities and their electrical workers, the agreement being effective for one year from June 1, 1911.

The Minister of Labour received on July 3, the unanimous report of the Board of Conciliation and Investigation to which had been referred for adjustment certain differences between the Cities of Port Arthur, Ont., and Fort William, Ont., and employees of said cities, being electrical workers and members of the International Brotherhood of Electrical Workers of America, Local Union No. 339.

The matters in dispute which led to the establishment of this Board related to wages and hours, the number of employees affected being given as thirty-two directly and sixty-six indirectly.

A Board was established by the Minister on June 1, and was constituted as follows: Mr. J. Dix Fraser, Port Arthur, Ont., member appointed on the recommendation of the Cities of Port Arthur and Fort William; Mr. C. W. Foster, Fort William, member appointed on the recommendation of the employees concerned; and Rev. S. C. Murray, D.D., Port Arthur, Ont., Chairman, appointed by the Minister on the joint recommendation of the foregoing members of the Board.

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The first meeting of the Board was held in Port Arthur on June 13; subsequent meetings were also held in Fort William, the Board completing its work of conciliation and investigation on June 29. The points considered by the Board were discrimination, wages, date of payment, hours per day, overtime, and annual agreement. After a very thorough investigation on these points the Board drew up an agreement effective for a period of one year from June 1, 1911. This agreement was presented to the Councils of both cities and to the representatives of the employees. It was formally signed by both parties to the dispute. their differences being thus amicably settled and the threatened strike averted.

On July 19, a letter was received from the City Clerk of Fort William, acknowledging receipt of a copy of the findings of the Board in the above matter and stating that the same had been presented to the City Council at a meeting held on July 11. The letter of the City Clerk further stated that: "the members all expressed themselves as being entirely in accord with the award of the Board of Conciliation, and as far as known, the terms of the award are perfectly satisfactory to the men, and in acknowledging receipt of your report. I was instructed to convey to your Department the thanks of the Council for the successful adjustment of the dispute between the Electrical Workers and this city."

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

PORT ARTHUR, June 30, 1911.

F. A. Acland, Esq.,
Deputy Minister of Labour,
Department of Labour,
Ottawa, Ont.

Sir:—The members of the Board of Conciliation and Investigation in the matter of the dispute between the cities of Port Arthur and Fort William and electrical workers, beg leave to submit the following report:

In the matter of the "Industrial Disputes Act, 1907", and in the matter of differences between the cities of Port Arthur, Ont., and Fort William, Ont., and certain employees of the said cities being Electrical Workers, and members of the International Brotherhood of electrical workers of America, Local Union No. 339.

The Board, composed of Rev. S. C. Murray, D.D., Chairman, Port Arthur, Mr. J. Dix Fraser, of Port Arthur, and Mr. C. W. Foster, of Fort William, took the oath of office before Magistrate Halling of Fort William.

The first meeting was held in Port Arthur, Tuesday, June 13, at four o'clock p.m. The documents were read, including clause of the Act bearing most directly upon the case, and methods of procedure agreed upon. The Board then adjourned to meet at Fort William the following day.

Meetings were held continuously, Wednesday, Thursday, Friday, Saturday, Monday, Tuesday and Wednesday, June 14 to June 21, inclusive.

All members of the Board were present at every sitting of the Board.

The City of Port Arthur was represented by Acting Mayor H. B. Dawson, in the earlier sessions, and by Richard Fox, Manager of the Electrical Department of the City of Port Arthur.

The City of Fort William was represented by Mr. A. L. Farquharson, Manager of Utilities for Fort William.

The employees were represented by Mr. John B. Pegg, of Fort William, and Mr. A. R. McRae, of Port Arthur.

Your Board decided not to place men on oath and to give all possible liberty in discussing points at issue.

The situation was somewhat complicated.

1. The employees in both cities were living under practically the same conditions, and were members of one union.

2. The schedule of wages in one city differed in almost every instance from the schedule operative in the other.

3. Men working under a specific designation in one city might be employed in part, in as many as three departments, while the men similarly designated by the other city might be serving in more than one department, though different from the departments in the former.

4. In order to substantiate their claims the employees usually quoted Western Wage Schedules, while in their defence the cities quoted Eastern Schedules, making it necessary to study a wide range of conditions in order to reach an intelligent basis.

5. While the employees had stated in their application for a Board of Conciliation that they "are willing to expurgate" certain clauses which envolved recognition of their Union, it was pleaded that it had not been anticipated that the above expression would bar discussion of that point. Though contrary to precedent the point was re-admitted with the result that it was mutually agreed to substitute the word "Employees" for "Union" (see clause 1 of agreement). The points considered were discrimination, wages, date of payment, hours per day, overtime and annual agreement, in all which was involved the question of uniformity in the two cities.

Upon adjournment Wednesday, June 21, it was agreed to meet Friday morning at Fort William, June 23, and as far as possible interview parties to the dispute during the interval.

On Friday morning the Board met, reported progress and held conference with Mayor at Fort William, who assured the Board that he would advise his council to acquiesce in the finding of the Board should it be unanimous.

After discussion of the principal points now at issue—wages and hours—it was agreed to adjourn to meet at the call of the Chairman, and to spend whatever time was necessary in study of relative cost of living as compared with wages schedules, using the "Labour Gazette" for the former purpose in compiling comparative tables with a view to a fair and intelligent agreement, and also to further interview parties.

The Board again met Tuesday morning, June, 27, reported progress, compared tables and made draft agreements as a basis for further discussion with parties to the dispute.

Wednesday, June 28, the Board met, reported progress, and completed the agreement, and returned to the parties.

A meeting of the employees was convened for Wednesday evening. Their representative, Mr. Foster, presented the agreement, which, after argument and presentation of statistical tables, was accepted by a majority of the men, and upon a second vote was accepted unanimously, and their representatives authorized to sign.

Thursday morning, June 29, the Board again met, made a final draft of agreement, ordered copies to be prepared for signature, and during Thursday afternoon and Friday morning had the agreements before the Council of Port Arthur, and the Mayor and Clerk of Fort William, and also the representative of the men and duly signed.

The dispute was thus, by an unanimous finding of the Board, amicably settled, and a uniform agreement for the two cities and their Electrical workers formally signed.

The agreement is as follows:

AGREEMENT BETWEEN CITIES OF PORT ARTHUR AND FORT WILLIAM AND ELECTRICAL WORKERS OF SAID CITIES.

1. That the Cities of Port Arthur and Fort William in the event of diputes arising between the cities and their employees with regard to wages, hours, or any other matter pertaining to the weltare of their employees, agree to confer with their employees through their regularly appointed representatives, and that such appointees shall not in any way be discriminated against in subsequent relations with the cities on account of having accepted such appointment from their fellow employees.

2. Scale of wages recommended.

Foremen	$100.00	per mo.
First linemen	3.50	per day.
Second linemen	3.00.	
Wire chief	100.00	per mo.
Meter men	90.00	"
Cable men	4.00	per day.
Arc light trimmers and repairers	80.00	per mo.
Trouble men	90.00	"
Phone installers	90.00	" or
	3.50	per day.
Wire inspectors	3.75	"

3. That employees be paid semi-monthly.

4. That ten hours shall constitute a day—from seven o'clock a.m. to six o'clock p.m., with one hour at noon for dinner; or as may be mutually agreed upon between managers and men; and further that the ten-hour day shall continue throughout the year.

5. All time worked over regular schedule working hours, to twelve o'clock midnight, shall be paid at the rate of time and one half; after midnight, double time. Sundays and all Dominion holidays, including New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day will be paid at the rate of double time. Should any of the above mentioned holidays fall upon Sunday the day observed by the Federal or Provincial Government will be observed.

6. That this agreement shall remain in force for one year, beginning June 1, 1911, and shall continue in force from year to year, from June 1 to June 1, unless notice in writing be given by either party on or before April 1, in any year, and if no such notice be given, then this agreement shall remain in force for the further period of one year beginning June 1.

Board of Conciliation:

(Sgd.) E. C. MURRAY,
Chairman.
J. DIX FRASER,
C. W. FOSTER.

We accept the above award.

For the City of Fort William:

(Sgd.) S. C. YOUNG,
A. MCNAUGHTON, Clerk.

For the City of Port Arthur:

(Sgd.) H. B. DAWSON,
Presiding Officer.
J. MCTEIGUE, Clerk.

For electricians duly elected to represent employees of Fort William and Port Arthur:

(Sgd.) A. MCRAE,
JOHN B. PEGG.

All which is respectfully submitted.

S. C. MURRAY, Chairman.
C. W. FOSTER,
J. DIX FRASER.

PORT ARTHUR, ONTARIO,
June 30, 1911.

VIII. APPLICATION FROM ELECTRICAL WORKERS, MEMBERS OF LOCAL UNION NO. 544, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS OF AMERICA, EMPLOYED BY THE CITY OF EDMONTON, ALTA.—BOARD ESTABLISHED.— UNANIMOUS REPORT BY BOARD.—AGREEMENT CONCLUDED.

Application received—May 29, 1911.

Parties concerned—The City of Edmonton, Alta., and electrical workers, members of Local Union No. 544. International Brotherhood of Electrical Workers of America.

Applicants—Employees.

Nature of industry concerned—Electrical work.

Nature of dispute—Wages and conditions of employment.

Number of employees affected—35.

Date of constitution of Board—June 9, 1911.

Membership of Board—Honourable Mr. Justice H. C. Taylor, Edmonton, Alta., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. Arthur W. Ormsby, Edmonton, Alta., appointed on the recommendation of the Corporation of the City of Edmonton; and Mr. W. Symonds, Lethbridge, Alta., appointed on the recommendation of the employees concerned.

Report received—July 5, 1911.

Result of inquiry—A unanimous report was presented by the Board, in which it was stated that a schedule of wages and a set of rules for each department concerned had been drawn up and accepted by both parties to the dispute, effective from April 1, 1911, to May 1, 1913.

The Minister of Labour received, on July 5, the unanimous report of the Board of Conciliation and Investigation to which had been referred certain differences between the City of Edmonton, Alta., and employees, being electrical workers and members of the International Brotherhood of Electrical Workers, Local Union No. 544.

In the application for the establishment of this Board it was stated that the dispute grew out of a demand on the part of the employees concerned for a change of wage allowance or remuneration of the employees, and a change generally of conditions surrounding their employment in and about the various utilities owned and operated by the City of Edmonton, namely, telephones, electric lights, street railway, and electric power. The number of employees concerned was given as thirty-five.

A Board was established by the Minister on June 2, and was constituted as follows: Mr. Arthur W. Ormsby, Edmonton, Alta., member appointed on the recommendation of the City of Edmonton; Mr. W. Symonds, Lethbridge, Alta., member appointed on the recommendation of the employees concerned; and the Honourable Mr. Justice H. C. Taylor, Edmonton, Alta., Chairman, appointed

by the Minister on the joint recommendation of the foregoing members of the Board.

The Board convened on June 21, at the City Hall in the City of Edmonton, Working rules and schedules of wages were examined; and a new set of rules and a new schedule of wages were drawn up by the Board for each of the departments concerned, namely: telephone department, electric light and power, house and street railway electrical workers. The Board recommended that the rules and schedule above mentioned should remain in force from July 1, 1911, until May 1, 1913. After making some changes both parties to the dispute accepted the recommendations of the Board; the dispute being thus amicably settled and the threatened strike averted.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

DISTRICT COURT.

EDMONTON, June 30, 1911.

To the Honourable, W. L. MACKENZIE KING,
Minister of Labour,
Ottawa, Ont.

In the matter of the Industrial Disputes Act, 1907, and of a dispute between the City of Edmonton (Employer), and certain of its employees being electrical workers, (Employees).

The Board of Conciliation and Investigation, established under the provisions of the Industrial Disputes Act, 1907, to whom the above dispute was referred under the provisions of the said Act, having concluded their duties, beg to report as follows:

The Board convened at the City Hall in the City of Edmonton, pursuant to appointment, on Wednesday, June 21, 1911, and proceeded to enquire fully into the matters in dispute. Working rules and schedule of wages covering the different departments of the City concerned were fully gone into and a new set of rules and a new schedule of wages were drawn up by the Board who unanimously agreed to them. These were submitted to the parties interested and were accepted by them after some changes had been made, and we are pleased to report that the dispute herein has been harmoniously settled.

We attach hereto, duly signed, the working rules and schedule of wages as agreed upon.

All of which is respectfully submitted.

(Sgd.) H. C. TAYLOR,
Chairman.
A. W. ORMSBY,
For the City.
WM. SYMONDS,
For the Workers.

SESSIONAL PAPER No. 36a

TELEPHONE DEPARTMENT.

WORKING RULES AND SCHEDULE OF WAGES.

1. The City does not object to any of the employees of this Department belonging to the Brotherhood of Electrical Workers or Union, nor is it the intention of the City to discriminate against any of the employees because of his connection with same, it being understood that the International Brotherhood of Electrical Workers will not, in any way, interfere with or limit the right of the City to discharge or discipline its employees. And nothing herein contained is to be understood as debarring any employee or any committee of employees of the City of Edmonton, affected by this schedule, from interviewing the management relative to any further difference or disagreement pertaining to the provisions herein.

2. Nine hours shall constitute a day's work in exchanges except during the months of November, December, January and February, when eight hours shall constitute a day's work.

3. All overtime shall be paid at the rate of time and one-half. Sundays and Dominion Holidays shall be counted as overtime.

4. Employees who are relieved from duty owing to inclemency of weather, except by their own fault or request, will be allowed one-half a day's pay after having worked two hours of such day. A full day's pay shall be paid only on working, at least, six hours of such day.

5. Employees shall be paid semi-monthly, payment to be made on or before the twenty-second of the month for wages due up to and including the fifteenth of the current month, and on or before the seventh of the month for wages due up to and including the last day of the preceding month.

6. "Foreman" means an employee having charge of five or more men.

7. Where carfare during working hours is deemed necessary by the City, same will be furnished to employees affected by this schedule. Where transportation is considered necessary by the City beyond the five-cent limit the City will furnish same to employees.

8. The foreman shall be held responsible for all tools belonging to the City.

9. Schedule of wages: The Board recommends that the position of city foreman is worth $115 per month; cablemen, $3.75 to $4.50 per day; exchange linemen, $33\frac{1}{3}$ to $41\frac{2}{3}$ cents per hour; wire chief $100 to $110 per month; switchmen and assistant wire chief, $85 to $95 per month; inspectors, $70 to $100 per month; chief installer, $41\frac{2}{3}$ cents per hour; installers, 25 cents to $33\frac{1}{3}$ cents per hour; cable helper, 30 cents per hour.

10. Nothing herein shall be construed to reduce the pay of any employee now getting a higher rate of pay.

The Board recommends that this schedule do take effect on July 1, 1911, and continue until May 1, 1913.

(Sgd.) G. S. ARMSTRONG,
Mayor.
A. CLUBB,
President. Local 544, I.B.E.W.
J. H. HELLIER,
Financial Secretary, Local Union 544, I.B.E.W.

ELECTRIC LIGHT AND POWER.

Working Rules and Schedule of Wages.

1. The City does not object to any of the employees of this Department belonging to the Brotherhood of Electrical Workers or Union, nor is it the intention of the City to discriminate against any of the employees because of his connection with same, it being understood that the International Brotherhood of Electrical Workers will not in any way interfere with or limit the rights of the City to discharge or discipline its employees. And nothing herein contained is to be understood as debarring any employee or any committee of employees of the City of Edmonton, affected by this schedule, from interviewing the management relative to any future difference or disagreement pertaining to the provisions herein.

2. Nine hours shall constitute a day's work except during the months of November, December, January and February, when eight hours shall constitute a day's work.

3. At electric light line work the first five hours overtime worked between 6 p.m. and 11 p.m., shall be computed at the rate of time and one-half of the standard rate. Additional overtime at electric light line work or overtime starting at 11 p.m , or later, shall be computed at the rate of double time of the standard rate and shall continue until 7 a.m., except intermission for meals.

4. All time worked on Sundays and Dominion holidays at electric light line work to be paid at the rate of double time.

5. Employees relieved from duty owing to inclemency of weather except by their own fault or request will be allowed one half day's pay after having worked two hours of such day. A full day's pay shall be paid only on working at least six hours of such day.

6. Employees shall be paid semi-monthly, payment to be made on or before the twenty-second of the month for wages due up to and including the fifteenth of the current month, and on or before the seventh of the month for wages due up to and including the last day of the preceding month.

7. Where carfare during working hours is deemed necessary by the City same will be furnished to employees affected by this schedule. Where transportation is considered necessary by the City beyond the five cent limit the City will furnish same to employees.

8. All wires carrying a voltage of 650 volts or more shall be classified as high voltage wires.

9. When work is to be done on high voltage wires not less than two journeymen are to be assigned to the job except on "thawing machines." No apprentice shall be allowed to work on high voltage wires.

10. In case of trouble with high voltage wires and where work is hazardous, two journeymen or more must be sent out to repair the trouble. One man can be sent out to watch until another man can be obtained.

11. Schedule of wages:

Foreman, $125 a month; sub-foremen and linemen 45 cents to 50 cents per hour; arc lamp trimmer and troublemen 42 cents per hour.

12. Nothing herein contained shall be construed to reduce the pay of any employee getting a higher rate of pay.

The Board recommends that this schedule do take effect on July 1, 1911, and continue until May 1, 1913.

(Sgd.) G. S. ARMSTRONG,
Mayor.
A. CLUBB,
President, Local 544, I.B.E.W.
J. H. HELLIER,
Financial Secretary, Local Union 544, I.B.E.W.

POWER HOUSE.

Schedule of Wages.

1. The chief electrician in the power house being responsible for the performance of all electrical apparatus, alterations, etc., the Board considers the position worth $110 per month as a minimum. Assistant to chief electrician 40 to 45 cents per hour.

The Board recommends that this schedule do take effect on July 1, 1911, and continue until May 1, 1913.

(Sgd.) G. S. ARMSTRONG,
Mayor.
A. CLUBB,
President, Local Union 544, I.B.E.W.

J. H. HELLIER,
Fin. Sec., Local Union 544, I.B.E.W.

STREET RAILWAY ELECTRICAL WORKERS.

Schedule of Wages.

1. Foreman, $115 per month; linemen 37½ cents per hour; car-repairers, 35 cents per hour.

The Board recommends that this schedule do take effect on July 1, 1911, and continue until May, 1913.

(Sgd.) G. S. ARMSTRONG,
Mayor.
A. CLUBB,
President, Local 544, I.B.E.W.
J. H. HELLIER,
Fin. Sec., Local Union 544, I.B.E.W.

IX. APPLICATION FROM CARMEN, MEMBERS OF THE BROTHERHOOD OF RAILWAY CARMEN OF AMERICA, EMPLOYED BY THE QUEBEC AND LAKE ST. JOHN RAILWAY COMPANY.—PENDING THE ESTABLISHMENT OF A BOARD A SETTLEMENT WAS REACHED ON ALL POINTS AT ISSUE.

Application received—June 7, 1911.
Parties concerned—The Quebec and Lake St. John Railway Company and carmen, members of the Brotherhood of Railway Carmen of America.
Applicants—Employees.
Nature of industry concerned—Railways.
Nature of dispute—Wages and conditions of employment.
Number of employees affected—Directly, 80; indirectly, 15.
Whilst proceedings looking to the establishment of a Board were in progress the Department was informed that a settlement had been reached on all points at issue.

In the application received on behalf of the carmen employed by the Quebec and Lake St. John Railway Company it was stated that the matters in dispute related to wages and conditions of employment, the number of employees affected being given as eighty directly and fifteen indirectly. The application as received was not in the form prescribed under the Act and whilst communications were passing between the employees and the Department in respect of the correction of the same, and following a visit of one of the officers of the Department of Labour to Quebec a communication, under the date of June 20, was received from the General Superintendent of the Canadian Northern Quebec Railway in which the following statement was made: "Beg to inform you that Committee representing the men was met at Quebec on the fifteenth instant and a new schedule of rates and conditions arranged and agreed to."

X. APPLICATION FROM EMPLOYEES OF THE MONTREAL STREET RAILWAY COMPANY, BEING MEMBERS OF LOCAL UNION NO. 328 AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.—BOARD ESTABLISHED.—PROCEEDINGS SUSPENDED PENDING DETERMINATION OF APPLICATION TO THE SUPERIOR COURT FOR A WRIT OF INJUNCTION DECLARING THE INDUSTRIAL DISPUTES INVESTIGATION ACT TO BE ULTRA VIRES.

Application received—June 19, 1911.

Parties concerned—The Montreal Street Railway Company and Employees, members of Local Union No. 328 Amalgamated Association of Street and Electric Railway Employees of America.

Applicants—Employees.

Nature of industry concerned—Street railways.

Nature of dispute —Dismissal of certain Employees and alleged discrimination against them as members of the Union.

Number of employees affected—Directly, 30; indirectly, 1,970.

Date of constitution of Board—August 11, 1911.

Membership of Board—Honourable Mr. Justice Thomas Fortin, Montreal, Que., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. J. L. Perron, K.C., Montreal, Que., appointed on the recommendation of the employing Company; and Mr. Charlemagne Rodier, Montreal, Que., appointed on the recommendation of the employees concerned.

The Board was restrained from proceeding by order of Court, pending determination of an application by the Company to the Superior Court for a writ of injunction declaring the Industrial Disputes Investigation Act to be ultra vires. On March 31, 1912, the Company's application in this matter had not been disposed of.

The application of certain employees of the Montreal Street Railway Company for the establishment of a Board of Conciliation and Investigation related to the alleged dismissal by the Company of certain employees and alleged discrimination against them as members of the Amalgamated Association of Street and Electric Railway Employees of America. The number of employees concerned was given in the application as 30 directly and 1,970 indirectly.

A Board was established by the Minister on July 19, Messrs. J.L. Perron, K.C., and Charlemagne Rodier, both of Montreal, Que., being appointed members of the same on the recommendation of the employing Company and the employees respectively. In the absence of any joint recommendation

from the foregoing the Board was completed by the Minister on August 11 by the appointment of Honourable Mr. Justice Fortin of the Superior Court, Montreal, as Chairman.

On August 15 the Chairman of the Board was served with a copy of a petition for a writ of prohibition asking that the Board should be permanently enjoined from proceeding in this matter and the Industrial Disputes Investigation Act should be declared to be unconstitutional. On the same date judgment was given on this petition directing the maintenance of the statu quo. On October 27 the Chairman of the Board was served with a copy of a judgment by the Honourable Mr. Justice Charbonneau, of the Superior Court, Montreal, authorizing the granting of a writ of prohibition against further procedure by the Board of Conciliation and Investigation, until final judgment had been rendered on the point raised by the Montreal Street Railway Company, relative to the constitutionality or unconstitutionality of the Industrial Disputes Investigation Act, 1907, under which the Board in this matter had been constituted.

The judgment of Mr. Justice Charbonneau is in the following terms:

"The Court, after hearing the parties on the motion asking that a Writ of Prohibition be issued against the Defendant Board to prevent it from proceeding in the above mentioned matter;

"Considering that, among other means invoked by the Applicant in support of its request, it is alleged that the Industrial Disputes Act 1907 is unconstitutional and not within the power of the Parliament which passed it;

"Considering that, in spite of the opinion of this Court being against the claim put up by said Applicant on that point, it is is in the interest of justice that this matter be further argued;

"Allows the issuance of the writ asked for, and declares that the statu quo order granted on August 15, 1911, by the Honourable Mr. Justice Pagnuelo, and since continued remains in force until final judgment."

The further proceedings in connection with the above mentioned petition had not been disposed of on March 31, 1912.

XI. APPLICATION FROM MACHINISTS, MEMBERS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, EMPLOYED BY THE GRAND TRUNK RAILWAY COMPANY.—BOARD ESTABLISHED—NO CESSATION OF WORK OCCURRED.

Application received—July 18, 1911.
Parties concerned—The Grand Trunk Railway Company and machinists, members of the International Association of Machinists.
Applicants—Employees.
Nature of industry concerned—Railways.
Nature of Dispute —Demand for new schedule of rules and rates of pay.
Number of employees affected—Directly, 2,000; indirectly, 6,000.
Date of constitution of Board—October 11, 1912.
Membership of Board—Honourable Mr. Justice J. V. Teetzel, Toronto, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Honourable Wallace Nesbitt, K. C., Toronto, Ont., appointed on the recommendation of the employing Company; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees concerned.
Report received—October 23, 1911.
Result of inquiry—Report was signed by the three members of the Board, Mr. O'Donoghue, however, dissenting in certain particulars. The Department was informed that the findings of the Board were not acceptable to the employees concerned. No cessation of work, however, occurred.

The Minister of Labour received on October 23 the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Grand Trunk Railway Company and its machinists, 'machinists' specialists and helpers, members of the International Association of Machinists.

In the application it was stated that the dispute grew out of the employees' demand for a new schedule of agreement with the Company, the number of employees affected by this dispute being given as 2,000 directly and 6,000 indirectly.

The Board was established by the Minister of Labour on September 30, and consisted of the Honourable Mr. Justice Teetzel, of Toronto, Ont., Chairman, the Honourable Wallace Nesbitt, K.C., of Toronto, Ont., nominated by the Company, and Mr. J. G. O'Donoghue, of Toronto, Ont., nominated by the employees. The Board met on October 14, in Montreal, and continued to hold sessions from that date until October 21.

In the report it was stated that the majority (Honourable Mr. Justice Teetzel, Chairman, and Honourable Wallace Nesbitt, the Company's nominee) find that owing to the system of payment prevailing on the Grand Trunk Railway,

they do not see how it is possible for the Board to lay down any schedule or minimum rate without dislocating a system having for its basis merit and qualification of the individual workman, based on the foreman's judgment. Owing, however, to the increased cost of living it was felt that the rates of pay had not kept pace in all instances, and the majority recommended that master mechanics take up the matter with the foreman and increase the remuneration according to the qualifications of the individuals. The shop rules which had previously been adopted in May, 1907, were recommended by the Board as being fair and reasonable, with the modification of Rule 11, namely that a man with a grievance shall have a right of appeal to the Master Mechanic, and from him to the Superintendenrt of Motive power.

Mr. J. G. O'Donoghue, appointed on behalf of the employees, held that the men were entitled to a grievance committee and that a minimum rate on a par with that of other Canadian roads should be established; also that double time should be paid for overtime from midnight to six a.m., and that apprentices should share in the increases above mentioned.

The Department was informed that the findings of the Board were not acceptable to the employees concerned. No cessation of work, however, occurred.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

We, Mr. Justice Teetzel, J. G. O'Donoghue and Wallace Nesbitt, members of the Board of Conciliation appointed under the Industrial Disputes Investigation Act, 1907, and Amendments, in a dispute between the machinists in the employ of the Grand Trunk Railway Company, beg to report that we met on the fourteenth day of October, 1911, in the Board room, at the Grand Trunk Offices, in the City of Montreal, and subsequently in the Home Life Building on the nineteenth, twentieth and twenty-first days of October, 1911, and heard and conferred with the parties fully.

In May, 1907, a Board of Conciliation, consisting of Professor Adam Shortt and J. G. O'Donoghue and Wallace Nesbitt, investigated a dispute between the same parties. That Board and the parties unanimously agreed upon certain shop rules as being fair and reasonable, and also agreed upon a schedule of pay promulgated by the Grand Trunk at that time, as being under all the circumstances fair and reasonable. We have had the same rules fully discussed before us, and with the modification of Rule No. 11 so as to make the meaning clear, namely, that a man with a grievance shall have a right of appeal to the Master Mechanic, and from him to the Superintendent of Motive Power, we, the majority of the Board, adopt the shop rules of the Grand Trunk which were at that time adopted.

Owing to the system of payment which prevails in the Grand Trunk, and which has been fully explained to us, the majority of the Board do not see how it is possible for the Board to lay down any schedule of minimum rate without

dislocating the system which has as its basis the payment according to the merit and qualification of the individual workman based upon the judgment of his foreman. The evidence, however, satisfies us that owing to the increased cost of living since 1907, the increases which have been granted by the Grand Trunk since that time in the rates of pay of the men have not in a number of instances kept pace with the necessities of the men, while in other instances the rates of pay seem to be fair and reasonable.

The majority of the Board strongly recommend therefore that the Master Mechanics take up with their foreman, at the earliest possible moment, the individual cases in the various shops and round-houses, where the lower rates of wages obtain, and should make advances in pay according to the merit and qualification of the individual, so that the pressure of the increased cost of living will be relieved by an advance in remuneration.

The majority of the Board are glad to report that the Superintendent of Motive Power expresses himself as anxious to do everything possible to meet the wishes of his men. The system of individual merit, while productive of much good in its results, is open to the criticism that the less efficient do not obtain the advantages which would accrue to them under a general fixed minimum.

The majority of the Board award that the rules as aforesaid remain in force, and that in our opinion the rates of pay should be advanced in a number of individual instances.

Mr. O'Donoghue is of the opinion that the men are entitled to have their grievances presented through a Committee, and that a minimum rate, on a par with that in force on other Canadian roads, should be established. This would give to the men an increase of wages that would, in some measure, compensate for the increased cost of living. He is also of opinion that double time should be paid for overtime from midnight to six a.m., and that apprentices should share in the increase above mentioned.

Dated this twenty-first day of October, 1911.

(Sgd.) J. C. TEETZEL,
Chairman.
WALLACE NESBITT,
Representing the Company.
J. G. O'DONOGHUE,
Representing the Men.

XII. APPLICATIONS FROM MACHINISTS AND BOILERMAKERS, MEMBERS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, AND HELPERS OF AMERICA RESPECTIVELY, EMPLOYED BY THE GRAND TRUNK PACIFIC RAILWAY COMPANY.—BOARD ESTABLISHED.—UNANIMOUS REPORT BY BOARD.—EMPLOYEES DECLARED STRIKE.

Applications received—July 31, August 8, 1911, respectively.

Parties concerned—The Grand Trunk Pacific Railway Company and machinists and boilermakers, members of the International Association of Machinists and the International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.

Applicants—Employees.

Nature of industry concerned—Railways.

Nature of dispute—Wages, hours, and conditions of employment; also demand for schedule.

Number of employees affected—150 and 150 respectively.

Date of constitution of Board—October 12, 1911.

Membership of Board—Rev. Dr. J. W. Sparling, Winnipeg, Man., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Rev. J. L. Gordon, Winnipeg, Man., appointed by the Minister in the absence of any recommendation from the employing Company; and Mr. Thos. J. Murray, Winnipeg, Man., appointed on the recommendation of the employees concerned.

Report received—October 28, 1911.

Result of inquiry—A unanimous report was presented by the Board which was favourable to the employees concerned and was accepted on their behalf. The Company, in a letter dated November 2, declined to accept the Board's findings. On October 6 the Company's shops at Edmonton and Rivers were closed down, and the employees concerned declared a strike on October 10, which was still in progress on March 31, 1912.

The Minister of Labour received, on October 28, the joint report of the Boards of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Grand Trunk Pacific Railway Company and its machinists and boilermakers respectively.

In the application for the establishment of these Boards, it was stated that the differences in question related to wages, hours, and other conditions of employment, the number of employees affected in each case being 150.

The Boards as originally formed were composed of the Rev. J. W. Sparling, of Winnipeg, Man., Chairman; the Honourable Wallace Nesbitt, K.C., of

Toronto, Ont., appointed on the recommendation of the employing Company; and Mr. Thomas J. Murray, of Winnipeg, Man., appointed on the recommendation of the employees. The Department was subsequently notified that Mr. Nesbitt was unable to act as the representative of the Company on these Boards; and, the Company failing to nominate a successor to Mr. Nesbitt, the Minister of Labour appointed the Rev. J. L. Gordon, of Winnipeg, Man., in his stead.

Prior to the appointment of the Rev. J. L. Gordon, the Chairman and Mr. Murray held meetings in Winnipeg, on October 2 and 3, and prepared a report of same, dated October 11, which was received by the Department, together with the final report, dated October 25. The final report in effect sustains the demand of the employees, and is signed by each member of the Board.

The findings of the Board were formally accepted on behalf of the employees concerned; the Company on the other hand declined to accept the award.

On October 6 the Company's shops at Edmonton and Rivers were closed down, and the employees concerned declared a strike on October 10 which was still in progress on March 31, 1912. The Department was, however, informed by the Company that operations in its shops were not affected by the continuance of the strike.

In correspondence with the Department it was claimed by the Grand Trunk Pacific Railway Company that the latter was paying its machinists the highest rates current in the West, namely: those of the Canadian Pacific Railway Company. The Department was also informed by the Grand Trunk Pacific Company that the latter had put into force the same rules as existed in the shops of the Grand Trunk Railway Company, including the amendments to the latter suggested by a Board established under the Industrial Disputes Investigation Act in the fall of 1911. The Company's claim as respects the rates of wages paid was disputed by the representatives of the striking employees.

During the fall and winter a further effort was made by the Department of Labour to bring about an adjustment of this dispute, which was, however, without result.

The text of the report prepared by the Chairman and Mr. Murray on October 11, prior to the appointment of Rev. J. L. Gordon as a member of the Board, is as follows:—

WINNIPEG, MAN., October 11, 1911,

F. A. ACLAND, Esq.,
Deputy Minister of Labour,
Department of Labour,
Ottawa, Ont.

SIR,—In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of the disputes between the Grand Trunk Pacific Railway Company and its employees, being members of the International Association of Machinists and of the International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America, the undersigned, two members of the Boards of Conciliation

and Investigation, established under the provisions of the Industrial Disputes Investigation Act, 1907, to whom the above disputes were referred under the provisions of the said Act, beg to report as follows:—

Two Boards were established, one to deal with the dispute between the Company and its machinists and the other to deal with the dispute between the Company and its boilermakers, but as the matters in dispute are similiar in each case, and as similiar proceedings have been taken by the two Boards up to the present time, it is considered that both disputes may be dealt with in one report.

The Boards were composed of the Rev. J. W. Sparling of Winnipeg, Chairman, Thomas J. Murray of Winnipeg, appointed on the recommendation of the employees, and Wallace Nesbitt, K.C., of Toronto, appointed on the recommendation of the Company. Immediately upon the formation of the Boards it was found by the two members resident in Winnipeg, that the employees were considerably annoyed on account of the delays which had occurred in the granting and formation of the Boards. It appeared that the Boards had been applied for by the employees about August 1, but had not been granted until August 23. The formation of the Boards was not completed until September 5. The Chairman and Mr. Murray at once endeavoured to get into communication with Mr. Nesbitt, with a view to an early Session, hoping by prompt action to allay the feelings of disappointment and dissatisfaction entertained by the employees towards the Department of Labour resulting from delays. It was found that Mr. Nesbitt had gone to Northern Ontario and could not be communicated with. It was felt that if the breach between the Company and its employees was not to be widened the Board should take up the matter of investigation without delay, and representations were then made to your Department with a view to having the Company nominate another representative who could act immediately. Word was then received from your Department that Mr. Nesbitt had withdrawn from the Board, and that his resignation had been accepted, and the Company had been requested to nominate a substitute. A week later no nomination having been received from the Company, it was suggested to your Department that you appoint a third member under the provisions of the Act made for such a case. Then the Company withdrew the resignation of Mr. Nesbitt, and he was re-appointed a member of the Board. These negotiations occupied a period of two weeks and needless to say the further delay was very provoking to the employees. On September 18, the Chairman called a meeting of the Board to be held in Winnipeg, on October 2, feeling that the interval allowed would give the Company's representative every opportunity of being present. Your Department and Mr. Nesbitt were both notified of the meeting.

On October 2, the meeting called as above was held and there were present at this meeting the Chairman of the Board, Mr. Murray, the Committees representing both machinists and boilermakers and Mr. Robb, an official of the Company. Mr. Robb made it plain that he had not appeared in his official capacity, that he had no instructions or authority to represent the Company, that he could not bind the Company by any action of his, but that he was present simply because Mr. Murray had requested Mr. Chamberlain, the Vice-President of the

Company, to have some official of the Company present to meet the members of the Board.

Word had been received in the interval from Mr. Nesbitt to the effect that he could not be present at this meeting, but that he might be able to be present later on.

The representatives of the employees expressed themselves as ready and anxious to proceed with the investigation. After spending two days in going into some of the matters in dispute without being able to make any real progress, because of the fact that the Company was not represented officially, the Board adjourned. Before the adjournment the employees requested that we should make a report to your Department, but the Chairman did not feel inclined to do so without making a further attempt to secure the attendance of the Company's representative.

It was represented to the Board by the Committees of the employees that the latter were asking only for rates of pay and working rules similiar to those existing on other Railway lines in the same territority. It was also represented to the Board by the Committees of the employees that Mr. Chamberlain, Vice-President of the Company, had stated that while the Company was willing to grant the same rates of pay as were being given by the other roads, the Company would not grant any set of working rules other than those to be granted by the Board of Conciliation, which it was expected would deal with the disputes now existing between the Grand Trunk Railway and its employees in the mechanical department, and that if the Board of Conciliation recommended anything more than the Company was willing to give in this regard, the Company would not accept the findings of this Board. The position taken by the employees was that if this statement of Mr. Chamberlain's correctly represented the attitude of the Company it was useless spending further time investigating the matter.

After the adjournment of the Board the representatives of the employees dispersed to their respective homes, stating that it was not their intentions to return before the Board until some reasonable assurance was given on behalf of the Company that the requests of the men would be considered by this Board on their merits, without reference to Eastern Disputes or the finding of the Board of Conciliation that may be appointed to deal with such disputes.

As the situation had begun to take on a serious aspect, and as it looked as though a strike might occur, the Chairman of the Board at once notified by wire both your Department and Mr. Nesbitt fully as to the situation. Since that time no official word has been received from Mr. Nesbitt. Word was, however, received from your Department to the effect that Mr. Nesbitt had again resigned from the Board.

In the meantime we understand that pursuant to an ultimatum served on the Company by the men, a strike has been declared. We understand that the men claim that prior to the strike a virtual lockout was declared by the Company.

We believe that had it been possible to investigate the disputes before a full Board, with representatives of both parties to the present dispute, it would have been possible to avert open hostilities, even if not actually to settle the differences. While the investigation made at the Sessions of the Board held on

October 2 and 3, possibly did not get to the root of the difficulty, nevertheless, judging from the attitude of the representatives of the employees present, had the Company been represented on the Board and before the Board by someone in authority, we believe the two parties to the dispute could have been brought much closer together than they then appeared to be. We consider that the employees have shown great patience and forbearance in view of the many delays which occurred prior to and after the formation of the Board.

All of which is respectfully submitted.

(Sgd.) J. W. SPARLING,
Chairman.
THOS. J. MURRAY.

Final Report of Board.

The later report of the Board, under date of October 25, bearing signatures of all three members, is as follows:—

WINNIPEG, MAN., October 25, 1911.

HON. T. W. CROTHERS,
Minister of Labour,
Ottawa, Ont.

SIR,—In the matter of the Industial Disputes Investigation Act, 1907, and in the matter of the disputes between the Grand Trunk Pacific Railway Company and the machinists and boilermakers in its employ.

The Board of Conciliation to whom the above disputes were referred, beg to report as follows:—

Two Boards were established, one to deal with the dispute between the Company and its machinists, and the other to deal with the dispute between the Company and its boilermakers, but as the matters in dispute are similiar in each case, and as similiar proceedings were taken by both Boards, it is considered that both disputes may be dealt with in one report.

The Boards as originally formed, were composed of the Rev. J. W. Sparling, of Winnipeg, Chairman, Thomas J. Murray of Winnipeg, appointed on the recommendation of employees, and Wallace Nesbitt, K.C., of Toronto, appointed on the recommendation of the Company. Later, owing to the resignation of Mr. Nesbitt, the Rev. J. L. Gordon, of Winnipeg, was appointed third member of the Board.

A very long delay occurred between the time of the application for the appointment of the Board, and the date when the work of investigation actually commenced, two months and a half. The views of the Board as to where the responsibility for delay should be placed, are fully set out in a report prepared on October 11, immediately prior to the appointment of the Rev. J. L. Gordon,

which appointment resulted in postponing the forwarding of such report. It is now considered advisable, however, to accompany our present report by the earlier one.

Throughout these long delays the employees have shown a conciliatory and forbearing spirit, but apparently convinced that they would not be able to obtain an investigation, they decided, subsequent to the meetings of the Board, on October 2 and 3 (above referred to) to prepare for a strike. On October 4, the employees delivered an ultimatum to the Company asking for an acknowledgement of their right to a Schedule Agreement and a minimum wage, intimating that refusal means a strike, and asking for an answer by noon on the sixth. On the morning of October 6, there occurred what the employees claim was a lockout. The shops at River and Edmonton, the two most important shops of the system were closed. The Company claims that there was no lockout, but that the shops were simply closed for repairs. No answer was given to the employees' ultimatum, and on October 10, a strike commenced.

On October 12, the Rev. J. L. Gordon was appointed the third member, and the real work of the Board at once commenced. The men were asked by the Board to facilitate the work of conciliation by returning to work, pending investigation of dispute, and the men agreed to do this providing that they were restored to their former positions 'without discrimination and without prejudice.' The Company was then asked by the Board to agree to the return of the men to work under these conditions, but up to this date the Board has received no answer to its request. The Rev. Dr. Gordon personally attended upon the officials of the Company, with a view to ensuring their co-operation in the work of investigation and conciliation, but while they acknowledged him as the Company's representative, they failed to give him any assistance.

Pursuant to notice given to all parties, the Board began its sessions on October, 16. The investigation showed that the more important requests of the men are as follows:—

1. A schedule agreement.
2. A miminum rate of wage.
3. Committee representation on grievances.
4. Nine hour day.
5. Definition of trades.

Generally speaking, the men asked for conditions similiar to those in existence on other roads in the same territory.

The investigation extended over a period of five days. The inquiry assumed a wide scope, and information was gained from every available source. Employees of the Company engaged in each of the trades involved in the dispute, were called from points extending over most of the road. Witnesses were also summoned from the Canadian Pacific and Canadian Northern Roads, and expert opinions obtained on the various matters under consideration. The investigation was extended so as to include in a general manner the Canadian Pacific Railway Company and the Canadian Northern Railway Company, as well as the Grand Trunk Pacific Railway Company, and in a general way all

other Canadian roads and many American roads. The Board took into consideration the fact that the Canadian Northern Railway Company and the Grand Trunk Pacific Railway Company are both new roads, that each is still to a large extent a road of extension and construction, that they extend practically over the same territory, and therefore the Board concluded that a careful comparison of the conditions affecting these Companies and their employees and the relations between them would enable the Board to arrive at a reasonably definite conclusion as to the fairness of the demands of the men. The Board had before it in detail the official answers given by the Company to the requests of the men and the written arguments advanced by the Company to show why such requests should not be granted. These answers and arguments were most carefully investigated and considered, and independent advice summoned before the Board.

As a result of its inquiries the findings of the Board are as follows:—

The number of employees involved in the dispute is approximately 300. Their requests are of vital importance; they have been conceded by nearly all the railroads in Canada and the United States, and unless some satisfactory settlement is reached at the present time, it seems almost inevitable that the differences involved in this dispute must recur in the future and become more acute with the increasing number of employees.

Omitting certain minor details which the employees do not insist upon, the requests of the men are, in the opinion of the Board, fair and reasonable. Similiar conditions were granted by the Canadian Northern Railway Company and Canadian Pacific Railway Company nearly ten years ago, and have ever since been conceded. They were allowed by the Canadian Northern Railway Company when that road's staff of mechanics was much smaller than is the present staff of the Grand Trunk Pacific Railway Company.

The conditions asked for are almost identical with those now in operation on other roads in same territory. We are informed that similiar conditions prevail on all other important roads in Canada, except the Grand Trunk Railway Company, and on at least eighty per cent of the American roads.

The Board can see no sufficient reason why the Grand Trunk Pacific Railway Company should be exempt from the necessity of granting to its employees an agreement and rates of pay such as are recognized as fair and reasonable by so many other roads. A number of the conditions asked for are already in effect on that portion of the Grand Trunk Pacific Railway under Government control, and apparently no difficulty or disadvantage to the Company accrues therefrom.

The men asked for a schedule Agreement such as other roads have. This involves no new principle. It has long been recognized that employees are entitled to have some voice in the decision as to conditions under which their services shall be performed and as to the rate at which they shall be compensated. Up to the present on the Grand Trunk Pacific Railway the rates and conditions have been arranged by the Company, without any consultation whatever with the men. Co-operation in these matters between the employer and employee

has worked out most satisfactorily on other roads, and has apparently tended to reduce friction and encourage harmony and contentment.

The Company, in its official reply to the requests of the men, has used as its chief objection the argument that the conditions asked for are impracticable, and would tend to produce friction. This objection is not sustained by the information laid before the Board. On the contrary, the Board considers, after a most thorough investigation, that the very opposite result would be achieved.

A miminum rate of pay is asked for. This is the system in operation on most railroads, including the Canadian Pacific and the Canadian Northern Railway Companies. The present sliding scale in operation on the Grand Trunk Pacific Railway tends to produce dissatisfaction and results in apparent injustice.

A difference was found in the statements before the Board as to the rate of wages actually being paid on the Grand Trunk Pacific Railway. The Company stated it was prepared to pay and was actually paying as high wages as the Canadian Pacific Railway Company. The employees, on the other hand, stated that such was not the case, that, about twenty-five per cent. of their number were in receipt of wages slightly less than the Canadian Pacific Railway Company's minimum wage, and that the remainder were receiving wages decidely lower. By a careful examination of the pay sheets produced by the Company before the Board, it was found that the statements of the men were fully sustained and corrobated. The minimum wage asked by the employees is as low as the lowest minimum wage now paid west of the Lakes, and lower than some others now paid in some territory.

Committee representation is also asked for. The operation of this principle appears to be essential. It is almost in universal operation in Canada and the United States. In practice it is found to be a most satisfactory method of adjusting differences important and unimportant which continually arise between employer and employee, especially when, as in the case of a railroad corporation, the employee rarely comes in direct contact with the higher officials. He should have the right to appeal from decisions of foremen and minor officials to higher officers through a regularly constituted grievance committee. The Company claims no grievance existed. Undoubtedly grievances have existed but perhaps they have not been presented through lack of facilities or through fear of results to the individual.

The employees asked for a nine hour day. The present working day on the Grand Trunk Pacific Railway is ten hours, although on other roads in the same territory it is only nine hours. Also a nine hour day is in operation on that portion of the Grand Trunk Pacific Railway under Government control. The Company claim a nine hour day is impracticable. It seems to work out very well on other roads, and we cannot see how conditions are so different as to make it impracticable for the Grand Trunk Pacific Railway Company. Through the system of overlapping, such as is in operation on other roads, it is possible to have employees in the shops at all hours even with a shorter working day. The Company also claims that their employees do not desire a shorter working day, but careful investigation has failed to show convincing evidence in favour of

this contention. Satisfactory information, however, was received showing that a reasonable shortening of the working day usually results in increased efficiency and improved social, domestic, and intellectual conditions.

A definition of trades is asked for. This is something also acceded to by most railroads. Much of the present friction seems to have resulted from lack of proper definition of the duties of various classes of employees. The complaint of skilled mechanics is that the absence of this provision results in general lowering of wages. In answering this request, the Company states that if granted, it would be necessary to dismiss many of the less skilled employees. The men hold that such a course would not be necessary, but that with proper definition of the duties of each, and with a reasonable minimum rate of wages, all present employees could be retained in the service without reduction in the wages of any. Your Board sees no good reason to dissent from this position.

The Board is of the opinion that the employees fully complied with the letter and spirit of the Industrial Disputes Investigation Act, before declaring a strike. Without attempting to make a finding as to whether or not there was actually a lockout in existence prior to the strike, the Board is satisfied that the employees were convinced as to the existence of a lockout for some days before the strike was declared.

All of which is respectfully submitted.

(Sgd.) J. W. SPARLING,
Chairman.
(Sgd.) JAMES L. GORDON,
(Sgd.) THOS.J. MURRAY.

XIII. APPLICATION FROM EMPLOYEES, MEMBERS OF THE CANADIAN BROTHERHOOD OF RAILROAD EMPLOYEES, OF THE CANADIAN PACIFIC RAILWAY COMPANY AT CALGARY AND MEDICINE HAT, ALTA.—PROCEEDINGS DISCONTINUED.

Application received—September 11, 1911.
Parties concerned—The Canadian Pacific Railway Company and various employees at Calgary and Medicine Hat, Alta., members of the Canadian Brotherhood of Railroad Employees.
Applicants—Employees.
Nature of industry concerned—Railways.
Nature of dispute—Alleged discrimination against members of the Union.
Number of employees affected—Directly, 6,500; indirectly, 6,500.
A Board was established in this matter on October 19, Mr. John Anthony McDonald, Halifax, N.S., being appointed a member thereof on the recommendation of the employees concerned. Further proceedings were, however, discontinued, owing to the failure of the employees to furnish the Department with certain required information.

On August 31, the Department received an application for the establishment of a Board of Conciliation and Investigation on behalf of certain employees of the Canadian Pacific Railway Company at Calgary and Medicine Hat, Alta. The application as received at that time did not conform in all respects with the requirements of the Industrial Disputes Investigation Act, and was accordingly returned for correction, being received in its amended form on September 11. The employees concerned were designated as clerks of all departments, freight shed foremen, checkers and truckers, station baggagemen, sleeping and dining car employees, storesmen, agents and yardmasters, and car-checkers; being members of the Canadian Brotherhood of Railroad Employees. It was estimated that 6,500 employees were directly affected by this dispute, and an equal number indirectly. In the application it was stated that the dispute in question related to the dismissal of two employees for the sole reason that they belonged to the Brotherhood; also to alleged intimidation of and discrimination against other employees for the same reason.

A Board was established by the Minister on October 19, Mr. John Anthony McDonald, of Halifax, N.S., being appointed a member thereof on the recommendation of the employees concerned.

Further proceedings were, however, discontinued owing to the failure of the employees to furnish the Department with certain required information.

SESSIONAL PAPER No. 36a

XIV. APPLICATION FROM EMPLOYEES, MEMBERS OF LOCAL UNION NO. 213, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS OF AMERICA, OF THE BRITISH COLUMBIA TELEPHONE COMPANY.—BOARD ESTABLISHED.—NO CESSATION OF WORK OCCURRED.

Application received—September 6, 1911.
Parties concerned—The British Columbia Telephone Company and employees, members of Local Union No. 213, International Brotherhood of Electrical Workers of America.
Applicants—Employees.
Nature of industry concerned—Telephones.
Nature of dispute—Wages and Company's attitude towards union men.
Number of employees affected—220.
Date of constitution of Board—October 6, 1911.
Membership of Board—John Harold Senkler, K.C., Vancouver, B.C., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. William Henry Barker, Vancouver, B.C., appointed on the recommendation of the employing Company; and Mr. Charles Enright, Vancouver, B.C., appointed on the recommendation of the employees concerned.
Reports received—November 28, 1911.
Result of inquiry—Report of Board was accompanied by a minority report signed by Mr. Barker. The Department was not informed of the acceptance or non-acceptance by either party of the Board's findings. No cessation of work, however, occurred.

The Minister of Labour received on November 28 the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the British Columbia Telephone Company and its linemen, installers, cable splicers and trouble men, etc., also a minority report bearing the signature of Mr. Wm. H. Barker, member appointed on behalf of the Company. This dispute related in the main to the employees' demand for increased wages and was also understood to involve the Company's attitude towards Union men. The number of employees concerned was given in the application as approximately 220. A Board was established on November 29, Messrs. Wm. H. Barker, of Vancouver, B.C., and Chas. Enright, of Vancouver, B.C., being subsequently appointed members on the recommendation of the Company and employees respectively. The Board was completed by the appointment of Mr. John H. Senkler, K.C., of Vancouver, B.C., as Chairman, on the joint recommendation of the foregoing.

The Board in its findings dealt with the subject of the cost of living on the Pacific Coast, and especially in Vancouver, and also pointed out that men work-

ing for the Telephone Company must be young, strong, and active, that their employment is an extra hazardous class of work, for which reason they are unable to obtain life insurance at anything like rates which they can afford to pay, also "that the Telephone Companies on the Pacific Coast, other than the Pacific Telephone Company which is apparently, so far as wages are concerned, bound by some arrangement with the British Columbia Telephone Company, pay a higher rate of wages than the latter two Companies." The report concluded, "Under the circumstances I cannot see that the men are acting unreasonably in asking for a further advance in wages of 25c per day." The report was signed by Mr. J. H. Senkler, Chairman, and by Mr. Chas. Enright, member appointed on behalf of the employees. Mr. Wm. H. Barker, in his minority report, said that "taking into consideration the facts as shown by evidence submitted, I have come to the conclusion that the employees of the British Columbia Telephone Company earn as much as the average skilled mechanic, owing to steadier work, and a raise in wages to them means demands for a raise all round or general dissatisfaction."

The text of the Report of the Board of Conciliation and Investigation is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the British Columbia Telephone Company, Vancouver, B.C., and Local Union No. 213, International Brotherhood of Electrical Workers.

Report of Chairman.

While I feel that the contention of the B. C. Telephone Company, taken at the preliminary hearing of this Board, that a Board of Conciliation should not have been appointed by the Government upon the material contained in the Application to the Minister is very probably correct, still I and the other members of the Board felt that it was our duty to endeavour to effect some settlement between the parties and, with that end in view, we had several sessions for the taking of evidence and finally the Chairman had a meeting with the officers of the Company and endeavoured in every way to effect a settlement without the necessity of the Board making a report, but without success, the Company taking the position that as they are paying the same rate of wages to their journeymen as the other largest Telephone Company on this Coast does that they could not voluntarily raise that rate of wages.

At the outset the Company took the position that as the Lemieux Act was a Canadian Act, that therefore this Board of Conciliation had no right to take into consideration any conditions existing outside of Canada. I could not agree to this. In taking evidence as to the conditions existing in Seattle, Tacoma, Portland and San Francisco, we were considering conditions as they exist in places most similarly situated to those in Vancouver, and in my opinion was the only way in which the Board could with any accuracy arrive at a conclusion in regard to the conditions here as between the Company and the men.

The Company, during the course of the proceedings did offer to pay the men for an extra hour at the same rate if the latter would agree to work one hour per day longer, but this the men flatly refused to do, and having regard to the manner in which the British Columbia Government has dealt with the eight hour question, I could not accept that as a fair settlement of the matter, and indeed I personally am of the opinion that eight hours per day is a long enough working day.

From the evidence that was brought before the Board, there can be no doubt but that the cost of living is higher in Vancouver than in any other place on the Coast, and higher than in other Canadian cities which we have had any evidence about.

In fact I am of the opinion that whatever the cause may be, the cost of living in Vancouver is higher at the present time than it was a year ago. There is no question that from the evidence, men working for a Telephone Company must be young, strong and active men, and that as an average, they cannot employ a man over forty years of age; that his employment is considered an extra hazardous class of work, and for this reason he is unable to obtain Life Insurance at anything like a rate which he could afford to pay; that his work is quite as hazardous, if not more so, than the electrical workers who from the evidence before us, received a minimum wage of $4 a day, going up as high as $5 a day.

Men employed on the B. C. Electric Railway Company in this City on similar class of work have wages of $4 a day and besides, receive extra assistance by way of free car service, and a flat rate for light and heat.

The Telephone Companies on the Pacific Coast, other than the Pacific Telephone Company, which is apparently so far as wages are concerned bound by some arrangement with the B. C. Telephone Company, pay a higher rate of wages than the latter two Companies.

Under the circumstances, I cannot say that the men are acting unreasonably in asking for a further advance of wages of 25c. per day.

I must take the occasion to compliment the two parties on the eminently fair manner in which they have conducted their respective cases in this matter.

Dated at Vancouver, B. C., this 21st day of November, A. D. 1911.

(Sgd.) J. H. SENKLER,
Chairman.

(Sgd.) CHAS. ENRIGHT,
Member of Board.

Minority Report.

The text of the minority report in the above matter is as follows:

Vancouver, B. C., November, 22, 1911.

The Board of Conciliation and Investigation in the matter of dispute between The British Columbia Telephone Company (Employers) and Local Union No. 213, International Brotherhood of Electrical Workers beg to report:

That they have met and taken evidence, and have had letters, lists of wages, and other written and printed matter offered as evidence, including the Labour Gazette.

I find that a very large percentage of the Linemen and other employees are Americans, who have come here because there was work for them. That most—if not all—evidence submitted as to cost of living, was in comparison with American cities—principally Seattle.

While I thought it fair to take this evidence of conditions in another country, yet they are the nearest large towns, and conditions, perhaps nearer our own than those of towns and cities in the Dominion.

Yet this is a Canadian Act, to regulate conditions in Canada, and anyone coming here comes voluntarily, and is not compelled to stay, yet, perhaps, we must in some measure be governed by evidence given.

Wages paid by the largest Telephone Companies from San Diego to Seattle are the same as paid by the B. C. Telephone Company.

Cost of living is less in Seattle than Vancouver, likely caused by dull times and keener competition. Work is harder to get, so while living is some cheaper when work is scarce, it is as stated by one of the witnesses, "that living is mostly cheap where work is scarce."

Regarding the relative earnings of the employees and skilled mechanics, taking the testimony of the business agent of the Allied Building Trades—

Bricklayers	average about	.....	$1,000	a year.
Carpenters	"	"	900	"
Painters	"	"	700	"
Plasterers	"	"	900	"
Structural Iron Workers		.....	700	"

while by testimony given, the employees of the B. C. Telephone Company average $1,000 or more per year.

Evidence showing that the labour of a lineman is hazardous: I do not think it any more so than that of the Structural Iron Worker.

Carpenters and other skilled mechanics must own a costly kit of tools, while the tools necessary by linemen cost about $15.

Increased cost of living has had much attention in the Dominion, Great Britain and other countries; it is the same, however, to all workers, and particularly hard on the unskilled laborer and cheaply paid clerks.

I was pleased to find that very friendly feeling exists between the B. C. Telephone Company and its employees. That in April, 1910, they voluntarily increased the wages of their employees, bringing them up to those paid by the large Telephone Companies in the Pacific Coast States.

The B. C. Telephone Company say they are willing to pay their men $47\frac{7}{8}$ cents more per day if the men will work nine hours instead of eight. I think this is one way out of the difficulty. The men ask for twenty-five cents more, and the Company agrees to pay them more than that if they will work for it.

Taking into consideration the facts as shown by evidence submitted I have come to the conclusion that the employees of the B. C. Telephone Company earn as much as the average skilled mechanic, owing to steadier work, and a raise in wages to them means demands for a raise all round or general dissatisfaction.

While the cost of living here is some higher than in Seattle, it is not very much. I will not admit that Vancouver is the most costly place to live in on the Coast.

My judgment is, to leave the pay of the B. C. Telephone Company's employees to the Company.

Respectfully submitted,

(Sgd.) Wm. H. Barker.

XV. APPLICATION FROM THE ALBERTA COAL MINING COMPANY CARDIFF, ALTA. — BOARD ESTABLISHED. — EMPLOYEES CEASED WORK.—SETTLEMENT LATER REACHED ON BASIS OF BOARD'S FINDINGS.

Application received—October 23, 1911.
Parties concerned.—The Alberta Coal Mining Company, Limited, Cardiff, Alta., and employees.
Applicants—Employers.
Nature of industry concerned—Coal mining.
Nature of dispute—Wages and conditions of employment.
Number of employees affected—80.
Date of constitution of Board—November 27, 1911.
Membership of Board—Mr. Norman Fraser, Edmonton, Alta., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. J.C. Hannah, Calgary, Alta., appointed on the recommendation of the employing Company; and Mr. Clement Stubbs, Bellevue, Alta., appointed on the recommendation of the employees concerned.
Report received—December 12, 1911.
Result of inquiry—Report was signed by all three members of the Board, with slight objections noted by Messrs. Hannah and Stubbs. After the award of the Board had been communicated to both parties concerned there was a cessation of work for a few days. The Department was later informed that a settlement had been reached on the basis of the Board's findings, and work resumed.

The Minister of Labour received on December 12 the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Alberta Coal Mining Company, Limited, and its employees at Cardiff, Alta.

The application for the establishment of this Board was made by the Alberta Coal Mining Company, and stated that the differences in question related to the refusal of the Company to accede to the employees' demand for increased wages and improved conditions of employment. The number of employees affected by the dispute was given as 80.

A Board was established by the Minister on November 8, and was constituted as follows: Messrs. J. O. Hannah, of Calgary, Alta., and Clement Stubbs, of Bellevue, Alta., members appointed on the recommendation of the Company and the employees respectively, and Mr. Norman Fraser, of Edmonton, Alta., Chairman, appointed by the Minister on the joint recommendation of the foregoing members of the Board.

The Board met at Edmonton on December 1 and completed its work of investigation on December 7, having in the meantime visited the Company's mines at Cardiff, Alta., for the purpose of investigating conditions there.

The report of the Board was signed by all three members, with slight objections noted by Messrs. Hannah and Stubbs. After the award of the Board had been communicated to both parties concerned there was a cessation of work for a few days. The Department was later informed, however, that a settlement had been reached on the basis of the Board's findings, and work accordingly resumed.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

539 16th Street, Edmonton, Alta.,
7 Dec., 1911.

To the Minister of Labour, Ottawa:

In the matter of "The Industrial Disputes Investigation Act, 1907," and of a dispute between the Alberta Coal Mining Co. (Employer) and Miners, Mine Labourers and Others (Employees).

We, the undersigned members of the Board, having carefully gone over the evidence submitted by both parties, and having made a thorough inspection of the mines of the above named Company, and having investigated the wages and conditions existing at other mines in this Competitive Field, make and submit to you the following findings and recommendations:—

That all the findings of the Board as reported on March 24, 1910, be carried into effect, together with the following provisions and further recommendations:—

1. General Increase on all Present Contract Prices for Narrow Work.

In comparing the present narrow work rates, with similiar work paid for in this competitive field, and investigation of average earnings of miners engaged in this class of work at the Alberta Coal Company's mine, would recommend that the yardage rates remain as at present, except in the case of room turning and that this be increased to $1.25 per yard for four yards.

2. Increase in Present Mining Rate.

Investigation shows that the average daily earnings of the contract miners at this mine are up to the age standard of this field. While it is true that

retail prices for coal have advanced during the past year yet from the statement of the Manager of the Alberta Coal Co., that owing to his Company being under contract they did not receive any advantage from this increased price, would recommend that the present mining rate remain the same.

3. Increase in Price of Timbering.

That the present price of timbering is reasonable, would recommend that they remain the same.

4. Payment for Removing Bone.

That the recommendations of the former Board in regard to this matter be carried into effect and would further recommend that the price paid be 42 cents per lineal yard where the bone is over four inches in thickness.

5. Payment for Laying of Track.

That as the payment for laying track is included in the mining price would recommend that this be continued, except that would recommend that the Company lay track in all main haulage entries, and lay all switches.

6. Increase to all Day Labourers of 25 cents per Day.

That the scale of wages, as per schedule attached, which has been submitted by the Company since meeting of the Board, be accepted with the following additions and changes: Timbermen $3.25; Track-layer $3.25.

7. Payment of Miners taken from Working Face to Perform Company Work.

That as the average daily wages for contract miners was found to be higher than the wages of underground day labourers, would recommend that when a miner is taken from his working place to perform Company work that he be paid at the rate of $3.25 per day of eight hours, while actually engaged in such work.

8. Removal of Water from Working Places.

Would recommend that when practicable the Company remove the water from the working places, and when the miner removes the water from his working place that he be paid at the rate of $3.25 par day of eight hours while actually engaged in such work.

9. Relative to Pay Days, etc.

That as it has always been the custom at this mine for wages to be paid once a month, and as the present arrangements for pay day does not give sufficient time to make up the pay-rolls and issue statements to employees prior to pay day would recommend that the pay day be on the 10th of each month,

the pay periods to cover from the first to the last of each month, and that statements be issued to the employees at least three days prior to pay day.

In making the change in the date of pay day we would suggest that a special pay should be made covering the period from the 20th, (which is the present regular date for making up accounts) to the last of the month, and that payments for work done during this single period immediately preceding the change being made should be made on the 10th of the succeeding month, making the first regular pay day on the new date.

Further demands submitted to Board:

A. Recognition of U. M. W. of A. agreement with same and check off by assignment.

B. Minimum rate for deficient places.

Relative to Section A, it is clear that when the employees are organized more harmony between employer and employees should result, through the handling of matters in dispute through the employees' committees and representatives, than would otherwise result, and we would consider it advisable that such methods of handling disputes and grievances should be followed out.

B. In connection with the minimum rate we believe that some provision should be made in the case of a miner performing work which was not anticipated in the fixing of contract prices, through changes or deficiencies that would reduce his earning power, and as this principle is already acknowledged between the mine workers and operators in the coal fields of Southern Alberta, but as, also, the sum to be considered as the minimum rate is at present being made the subject of reference to an Arbitration Board between the Western Coal Operators' Association and District 18 of the United Mine Workers of America we would suggest that the decision in that case should be the basis of settlement in the present dispute.

(Sgd.) NORMAN FRASER,
Chairman of Board.

I agree with the foregoing reports with the following provisions:

1st. That the following be substituted for recommendation No. 2. As the miners at a number of the mines in this field have already received slight advances and as the market prices have been enhanced while the mining rates have remained the same, would recommend that the mining rate be increased 10 cents per ton.

2nd. That the following be added to recommendation No. 6, drivers, Spike Team, $3.50 per day 8 hours.

In connection with the "Monthly Pay" it should be noted that while it now exists at the Alberta Coal Mining Co.'s mine, the employees at most of the mines in the vicinity, and practically all other trades are paid semi-monthly and my opinion in the matter is that this method should prevail throughout the Province.

As, however, there is considerable agitation to have this made a Legislative matter it is possible that some change in this may be made by Legislative action in the near future, thereby avoiding disputes on this account.

(Sgd.) C. STUBBS,
Representative of Employer.

DAY WAGES SCHEDULE.

ALBERTA COAL MINING COMPANY.

Inside Labour—	
Track layers	$3.00 per day of 8 hrs.
Drivers	3.00 per day of 8 hrs.
Hooker-on	2.75 per day of 8 hrs.
Outside Labour—	
Blacksmith	3.50 per day of 9 hrs.
Timber sawyer	3.50 per day of 9 hrs.
Box car shovellers	2.60 per day of 9 hrs.

XVI. APPLICATION FROM TELEGRAPH AND STATION EMPLOYEES MEMBERS OF THE ORDER OF RAILROAD TELEGRAPHERS, EMPLOYED BY THE QUEBEC CENTRAL RAILWAY COMPANY. —PENDING THE ESTABLISHMENT OF A BOARD, SETTLEMENT WAS ARRIVED AT BY PARTIES CONCERNED.

Application received—November 14, 1911.
Parties concerned—The Quebec Central Railway Company and telegraph and station employees, members of the Order of Railroad Telegraphers.
Applicants—Employees.
Nature of industry concerned—Railways.
Nature of dispute—Demand for adoption of a new schedule of rules and rates of pay.
Number of employees affected—70.
Whilst proceedings looking to the establishment of a Board were in progress a settlement was arrived at by the parties concerned.

The application of the station agents and telegraph employees of the Quebec Central Railway Company grew out of a dispute between these employees and the Company, relative to the desire of the former for a new schedule of agreement covering rules and rates of pay to take the place of the schedule at present in force on this line. An officer of the Department of Labour proceeded to Sherbrooke at the Minister's request for the purpose of conferring with the parties and in the course of ensuing correspondence the Department was informed on November 20 that conferences were taking place between the operating officers of the Company and the employees for a settlement of the matters in dispute, and on November 30 word was received that an agreement had been arrived at, the application under the Industrial Disputes Investigation Act being thereupon withdrawn.

XVII. APPLICATION FROM STATION AGENTS, TELEGRAPH AND TELEPHONE OPERATORS AND TOWERMEN, MEMBERS OF THE ORDER OF RAILROAD TELEGRAPHERS, EMPLOYED BY THE MICHIGAN CENTRAL RAILROAD COMPANY ON ITS LINES IN CANADA.—BOARD ESTABLISHED.—NO CESSATION OF WORK OCCURRED.

Application received—December 12, 1911.
Parties concerned—The Michigan Central Railroad Company and Station agents telegraph and telephone operators, and towermen, members of the Order of Railroad Telegraphers.
Applicants—Employees.
Nature of industry concerned—Railways.
Nature of Dispute—Demand for the adoption of certain amendments to the existing schedule.
Number of employees affected—Directly, 115; indirectly, 3,000.
Date of constitution of Board—January 17, 1912.
Membership of Board—Mr. Peter McDonald, Woodstock, Ont., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. J. E. Duval, Montreal, Que., appointed on the recommendation of the employing Company; and Mr. J. G. Donoghue, Toronto, Ont., appointed on the recommendation of the employees concerned.
Report received—March 12, 1912.
Result of inquiry—Report of Board was accompanied by a minority report signed by Mr. Duval. As a result of the inquiry the Company granted an increase of wages and made certain modifications in its rules governing the employment of its station agents, telegraphers, etc. No cessation of work occurred.

The Minister of Labour received, on March 12, the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Michigan Central Railroad Company and the station agents, telegraph and telephone operators, and towermen, members of the Order of Railroad Telegraphers, employed by that Company on its lines in Canada; also a minority report by Mr. J. E. Duval, member appointed on behalf of the Company.

In the application for the establishment of a Board in this matter it was stated that the differences in question grew out of the refusal of the Company to adopt certain amendments to the existing schedule of rules and rates of pay, the number of employees affected being given as 115 directly and 3,000 indirectly.

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A Board was established by the Minister of Labour on December 26, and was constituted as follows: Messrs. Peter McDonald, Woodstock, Chairman; J. E. Duval, Montreal, Que., (named by the Company); and J. G. O'Donoghue, Toronto, Ont., (named by the employees). The Chairman was appointed by the Minister in the absence of any joint recommendation from the other members of the Board.

The Board met at Toronto on January 26; sittings were later held at St. Thomas, the final meeting, however, being held at the former place on March 6. The majority report of the Board, to which was appended a schedule of rules and rates of pay, was signed by the Chairman and Mr. J. G. O'Donoghue, member appointed on behalf of the employees, the minority report being signed by Mr. J. E. Duval, member appointed on behalf of the Company.

As a result of the inquiry the Company granted an increase of wages and made certain modifications in its rules governing the employment of station agents, telegraphers, etc. No cessation of work occurred.

Reports of Board.

The text of the majority report of the Board of Conciliation and Investigation in this matter is as follows:

To the Hon. T. W. CROTHERS,
Minister of Labour,
Ottawa, Ont.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Michigan Central Railroad Company, employer, and its employees in the station, telegraph, telephone and signal department, employees.

The undersigned members of the Board of Conciliation appointed under the Act in this matter have the honour to report as follows:—

The Board met at Toronto on January 26, 1912, and took evidence as to the general outlines of the claims of the employees and the Company's defence thereto and concluded its sittings there on the same day and adjourned its sittings to St. Thomas, Ontario, where it met on February 2, 3, 7, 8, 13 and 14, 1912, and at Toronto on March 5 and 6, 1912.

The Company was represented by Mr. S. W. Brown, Detroit, and Messrs. H. Shearer, J. S. Graney and A. E. Evans, all of St. Thomas, Ont., and the employees were represented by Mr. D. Campbell, Toronto; Mr. D. Hoy, Fletcher, Ont.; Mr. J. H. Staley, Niagara Junction; and Mr. J. C. Culkins, Detroit.

A great amount of the time of the Board was taken up in the hearing of evidence and argument tendered by the employees and the Company upon the hours of labour, the cost of living and the different conditions and rates of pay by other railroads operating in same territory or territory contiguous to the Company's lines of railway.

After discussion, the Company and the Employees agreed upon the following Articles of the Employees' claim as amended and set out in the schedule annexed hereto, namely; Articles 2, 3, 4, 5; Sections 3, 4, 5, and 6 of Article 9, and Articles 10, 11, 12, 13, 14, 15, and 16. Article 17 of the proposed schedule was not pressed by the employees. On all other points it was found impossible to bring about an agreement between the parties.

Mr. J. E. Duval, the representative of the Michigan Central Railroad Company on the Board does not agree with the undersigned members of the Board upon all points and he has filed a minority report which is annexed hereto and expresses his views upon the matters at issue.

It is a matter for congratulation that so little difference of opinion really exists between the members of the board upon these questions.

The principal point of dispute between the Company and the employees was "Article 1" in which the employees asked to have telephone operators, levermen and station agents considered as telegraphers. The evidence given showed that the Canadian Pacific Railway Company included telephone operators and station agents in its schedule as telegraphers, and that the Grand Trunk Pacific Railway Company station agents performing telegraph duties of any duration as telegraphers in its schedule of "Rules and Rates of Pay Governing Agents and Telegraphers," which became effective on March 1, 1910, and it was also shown that the Cleveland, Cincinnati, Chicago and St. Louis Railway Company (including the Peoria and Eastern Railway), usually known as the "Big Four," by an award in arbitration proceedings held in March, 1910, included telegraphers, telephone operators, station agents and levermen as telegraphers. It was also admitted by the Michigan Central Railroad Company's repesentatives that the Company now paid its telephone operators the same wages as its telegraphers and that its tower or levermen are paid fifty dollars per month and upwards and that many of its station agents are promoted telegraphers who are sometimes required to do telegraphic work in the absence of the operators. In view of these facts the undersigned members of the Board decided to allow Article 1 of the Telegraphers' schedule as to telephone operators and to specify the certain tower or levermen and the specific agencies, which are included in "Article 1" of the Schedule annexed hereto.

The other main points of difference were as to the proposed increase of fifteen per cent in the wage scale and a reduction of two hours per day in the number of hours constituting a day's work. After giving these matters due consideration it was decided by the undersigned members of the Board to grant an increase of ten per cent in the total wage fund made up of the amount paid to those included in the Schedule of April 1, 1910, and the amount paid to those others now added by Article 1 of the annexed schedule—the said increase of ten per cent. to take effect on January 1, 1912, and be apportioned as may hereafter be agreed upon by the Company and its Telegraphers. It was also decided that no change should be made in the Company's schedule of April 1, 1910, as to the question of the number of hours constituting a day's work. It was not thought proper to grant a meal hour at midnight nor to raise the rate of pay for overtime from twenty-five to thirty cents per hour as asked for by the employees.

All the evidence and arguments written and verbal submitted by the parties to the dispute have been duly considered and the undersigned members of the Board would recommend to the Company and the employees the schedule of conditions and the rates of pay hereunto annexed believing that these conditions and rates of pay, if placed in operation by the Company and agreed to by the men, would be fair and equitable as between the parties as a settlement of the dispute.

We beg to congratulate the representatives of the men and of the Company upon the very careful and efficient manner in which their respective cases were prepared and submitted to the Board and we also wish to thank them therefor, and to express our appreciation of the courtesy and good feeling which prevailed between them during the sittings of the Board.

All of which is respectfully submitted.

Dated at Toronto, Ontario, this sixth day of March, A.D. 1912.

(Sgd.) PETER MCDONALD,
Chairman.

(Sgd.) J. G. O'DONOGHUE,
For the Employees.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Michigan Central Railroad Company, Employer and its employees in the Station, Telegraph, Telephone and Signal Department, Employees.

Schedule of wages for Telegraphers referred to in the annexed report of the Board of Conciliation, dated March 6, A.D. 1912. This schedule to become effective January 1, 1912.

ARTICLE 1.

All employees performing Railway telegraph or telephone service of any character or duration (except train despatchers) also levermen and station agents as shown in Article establishing wage scale will be considered as telegraphers, within the meaning of this Schedule with the following limitations, namely;—

The tower men so added to the said Schedule shall be the following:- -

At Windsor, Towers 1, 2, 3 and 4, 2 men each.
At Essex, 2 men.
At St. Thomas, 3 men.
At St. Appin, 2 men.
At Air Line Junction, 2 men.
At Yarmouth, 2 men.
At Welland Drawbridge, 3 men.
At G. T. R. Crossing, 2 men.

and also tower men at Fargo, Hagersville and Niagara Junction and that the following Agencies shall be added, Essex, Fargo, Ridgetown, Waterford, Hagersville, Welland, Niagara Falls, Bridgeburg and Charing Cross.

ARTICLE 2.

Section 1.—Telegraphers will be regarded in line for promotion and, where ability is sufficient, seniority will prevail. In making transfers and promotions seniority will govern, provided ability to fill the position is sufficient. Seniority will date from the last time of entering the service, and will extend over each Superintendent's Division. Transfers from one Division to another will be at the discretion of the General Superintendent, and will be made when a position cannot be filled on account of lack of ability among the Telegraphers on the division on which the vacancy exists. The Superintendent of the Division on which the vacancy exists or the Superintendent of Telegraph will be the judges as to the ability of the applicant. Temporary vacancies on any Division will be filled by transfer from the general list (extra) by the Superintendent of Telegraph. Telegraphers transferred from one Division to another will carry their seniority with them.

Section 2.—Vacancies will be promptly bulletined to all offices on each Division and will be filled by the Division Supertintendent of Telegraph, in accordance with Section 1. A vacancy will be filled as soon as practicable. Applications for the vacancy must be filled six days after the issuing of the bulletin. When a Telegrapher is transferred or promoted and, after a fair trial, is found incapable he will take his place on the extra list, but will retain his seniority rights. Telegraphers declining to accept promotion or transfer to any position do not forfeit their rights to it or another position when vacancy occurs.

Section 3.—In the event of a reduction of Telegraphers, the men on the extra list will be laid off first, and the men last appointed to a regular position will be the first to be placed on the extra list. Appointment to a regular position will be governed by fitness and ability, according to Section 1, Article 2. The oldest man on the extra list shall be first considered.

In the event of any position shown in the Wage Scale being abolished, the Telegrapher thereby displaced will be entitled to the position held by the junior permanently located Telegrapher, provided his seniority entitles him to it and he is properly qualified.

Section 4.—A list of Telegraphers on each Division will be prepared according to seniority, posted in the telegraph office at Division headquarters, and revised annually.

Section 5.—Seniority will only be effective when vacancies occur, or new positions are created.

ARTICLE 3.

When new positions are created compensation will be arranged in conformity with positions of the same class as shown in this schedule.

ARTICLE 4.

Telegraphers will not be suspended or discharged without just cause. When they consider they have been unjustly treated they will have the right to appeal to the Division Superintendent, General Superintendent and General Manager in the order named. In case a Telegrapher has been disciplined or discharged and after an investigation found not at fault he will be reinstated and paid for all time lost. Such investigation is to be held within ten days after the request of the party designated. Telegraphers may be accompanied by one or more co-employees from their department at any or all investigations if they so desire.

ARTICLE 5.

Telegraphers absent from regular duty on business of the Company, whether attending court or other assigned duties, will be allowed their regular pay and authorized expenses while away from home.

ARTICLE 6.

One hour will be allowed for meals for all telegraphers, working more than eight hours per day, when consistent, between the hours of 11.00 a.m. and 1 p.m. If less than one hour is allowed for meals, one hour over time pro rata, but not less than Twenty-five cents per hour will be paid.

ARTICLE 7.

Section 1. Where but one operator is employed twelve consecutive hours, including meal hour, shall constitute a day's work, except operators at Chicago GG & OW, Niles, Kalamazoo, Jackson, Jackson Junction, Z office, Car Shops, Bay City, Detroit F and St. Thomas, where ten consecutive hours, including meal hour, will constitute day's work. Where more than one operator is employed ten consecutive hours, including meal hour, will constitute day's work.

Section 2.—At stations where but one operator is employed and who works ten hours or more per day, such operators will, after a continuous service in the Telegraph Department of four years or more, be given fifteen days' vacation yearly under full pay or be paid in lieu thereof fifteen days' extra pay at the rate applying to their station. Vacations can be granted only up to the ability of the Company to provide relief, and applications will be granted according to the seniority of applicants; all applications to be filed during the months of January, February and March for vacations during the current year.

ARTICLE 8.

Section 1.—When Telegraphers are required by the Train Despatcher to remain on duty longer than the number of hours constituting a day's work, they will be paid overtime.

Overtime will be based on the regular salary. The rate per hour will be determined by dividing the monthly rate by the number of hours required for the month's work, provided that the rate per hour will in no case be less than twenty-five cents. Allowance will be made for the actual time of service computed to the nearest five minutes.

Section 2.—When Telegraphers are called to the office by proper authority outside of their usual hours for duty, the compensation for one hour's work or less shall be twenty-five cents when the call is within three hours after the appointed time for relief, otherwise it will be fifty cents. If held more than one hour, overtime will be paid as per section 1.

Section 3.—Day Telegraphers are expected to report at an appointed hour on Sunday, but if held by the Despatcher for work they will be allowed overtime. Day Telegraphers are expected, however, to know that their relief reports for duty Sunday night.

Section 4.—When day Telegraphers are required to work Sundays, overtime as per Section 1 (this Article) will be allowed.

Section 5.—Night Telegraphers will be paid one day extra at the schedule daily rate for each Sunday they are required to work.

Section 6.—At three trick telegraph offices, the second and third trick men will be considered as night operators.

ARTICLE 9.

Section 1.—Telegraphers will not be required to scrub waiting-rooms, offices or outbuildings, clean or disinfect stock cars.

Section 2.—When Telegraphers are required to attend pumps they will receive five ($5.00) dollars per month extra compensation.

Section 3.—When Telegraphers are required to attend switches or work interlocking levers in interlocking towers they will be paid five ($5.00) dollars per month extra compensation. This extra compensation paid for attending to switches will include attending to the lamps pertaining to said switches.

Section 4.—Telegraphers required to attend pumps and switches will be paid seven ($7.50) dollars and fifty cents per month extra.

Section 5.—Telegraphers will be allowed four ($4.00) dollars extra compensation per month for taking care of six (6) switch or semaphore lamps, or less, and fifty cents for each additional lamp per month will be paid, it being understood that in cases where the Day and Night Operators share in the performance of the work the compensation shall be equally divided.

ARTICLE 10.

Section 1.—Regular Telegraphers transferred or promoted or extra telegraphers assigned to regular positions will be furnished free transportation for themselves, family and effects.

Section 2.—Regular Telegraphers transferred or promoted will not suffer any loss of pay on account of the time lost in making the transfer, but will be paid at the rate of the position left until they go on duty in the new position.

ARTICLE 11.

Telegraphers will be granted leave of absence from time to time for the purpose of attending their meetings, provided such leave of absence does not interfere with the business of the Company and they will be granted the necessary transportation over the lines of the Michigan Central Railroad.

ARTICLE 12.

Telegraphers will not be descriminated against on account of their serving on Boards of Adjustment representing the Telegraphers, and will be furnished transportation over the lines of the Michigan Central Railroad, and relieved without unnecessary delay for that purpose.

ARTICLE 13.

In case Telegraphers are dismissed or should resign and should be reinstated or re-employed within one year they shall retain their rights; after one year they shall be considered as new men.

ARTICLE 14.

Telegraphers shall receive the same rate of pay as Agents or telegraphers relieved. Nothing in this Article shall be construed as meaning that Telegraphers shall suffer a reduction in their pay while temporarily relieving an Agent or Telegrapher.

ARTICLE 15.

Nothing in these Articles will relieve Telegraphers from responsibility under the rules.

ARTICLE 16.

These rules will be effective January 1, 1912. and will remain in effect subject to thirty days' notice by either party.

ARTICLE 17.

A net increase of ten per cent on the total wage fund of all those employees mentioned or referred to in Article 1 hereof is granted, this amount to be distributed as may be mutually agreed upon by the representatives of the Company and of the employees.

All of which is respectfully submitted by the Board of Conciliation at Toronto, Ont., this sixth day of March, A. D., 1912.

(Sgd.) PETER MCDONALD,
Chairman.

(Sgd.) J. G. O'DONOGHUE,
Representing Employees

Minority Report.

The text of the minority report in this matter is as follows:

Toronto, March 6, 1912.

To the Honourable
The Minister of Labour,
Ottawa, Ont.

In the matter of the Industrial Disputes Investigation Act, 1907, and of dispute between the Michigan Central Railway Company, Employer, and its Employees in the Station, Telegraph, Telephone and Signal Department.

The material changes from the schedule of April 1, 1910, contained in the proposed schedule and the request for an increase of wages were strongly opposed by the Company, who urge that the conditions on its Railway are such as to materially relieve its employees of onerous duties which exist upon other Canadian Railways; that the wages earned as a whole are greater than upon other Railways in Canada; and that, therefore, there should be no change in the existing Schedule.

Notwithstanding the contention of the Company, I am prepared to accept the recommendation of the other members of the Board in the following:—Articles 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14 and 15 of the amended Schedule as set forth and attached to their Report, but disagree with their recommendation in Articles 1, 16 and 17 in the amended Schedule referred to, and would recommend in lieu thereof the following:—

ARTICLE 1.

"This Schedule applies to Telegraphers. A Telegrapher is defined as one "who fills a position other than an official position in which ability to telegraph "is a necessity.

"Nothing in this Article is to be construed as meaning that a Telegrapher is "ineligible for promotion to any agency or any other position in the Company's "service, for which he may be considered fit."

ARTICLE 16.

"These rules shall be effective on the first day of the month following their "acceptance, and remain in effect for one year thereafter, and may then be "terminated at the expiration of thirty days' notice given by either party to "the other."

ARTICLE 17.

"A net increase of 10% shall be granted and added to the monthly rate "on active positions, as shown in the Schedule of April 1, 1910, or an amount

"equal to 10% of such monthly rates shall be distributed over said Schedule "as may be agreed to by the Company and a Committee representing its Tele- "graphers."

In support of the above recommendations, I would submit the following explanation:—

Article 1. As to Towermen and Signalmen: No evidence has been submitted which convinced me that signalmen, or towermen, whose duties do not require them to handle train orders or transmit messages, either by telephone or tele- graph, and whose duties are confined exclusively to regulating the movement of trolley or steam cars crossing the tracks of the Railway, or the regulation of drawbridges permitting vessels to pass, or the operation of interlocking plants for yard purposes by mechanical appliances, should be included in the Schedule.

As to the proposed additional agencies: After carefully considering the arguments presented by both sides, I have come to the conclusion that it would not be to the interest of good railroad operation to include these Agencies in the Schedule. The Company claim that the positions are semi-official, and in a more or less degree confidential, (and as there was no evidence to the contrary , that to include these agencies would prevent the Company from advancing employees from other Departments to the positions of agents at stations named. Promotion to fill vacancies at these stations have been made from the ranks of the Telegraphers to a greater or less extent, and their omission from the Schedule I do not consider would work any material hardship to the Telegraphers as a body.

Article 16 is self explanatory. Change in date Schedule becomes effective, etc.

Article 17.—The evidence submitted not only disclosed that the present earnings of all employees covered by the Schedule of April 1, 1910, were higher than those of employees on other Railways in Canada, but that a very considerable increase in remuneration of employees has taken place since the year 1902. The average earnings for operators were shown to be for the month of October, 1902, $45.28; for October, 1904, $53.15; and for October, 1910, $70.95—an increase in earnings for the operators per month of $25.67, equivalent to an increase of 56.6 per cent over that for October, 1902.

Notwithstanding this fact, I would recommend an increase in pay to be applied and distributed as outlined in recommended Article 17, quoted above.

All of which is respectfully submitted.

(Sgd.) J. E. DUVAL.

XVIII. APPLICATION FROM MAINTENANCE-OF-WAY MEN AND PUMPMEN, MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF MAINTENANCE-OF-WAY EMPLOYEES, EMPLOYED BY THE PERE MARQUETTE RAILWAY COMPANY.—BOARD ESTABLISHED.—UNANIMOUS REPORT BY BOARD.—SETTLEMENT EFFECTED.

Application received—December 29, 1911.
Parties concerned—The Pere Marquette Railway Company and maintenance-of-way men and pumpmen, members of the International Brotherhood of Maintenance-of-Way Employees.
Applicants—Employees.
Nature of industry concerned—Railways.
Nature of dispute—Wages and hours; also demand for a schedule governing both the foregoing.
Number of employees affected—140.
Date of constitution of Board—January 20, 1912.
Membership of Board—Honourable Chief Justice Sir Glenholme Falconbridge, Toronto, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Honourable Wallace Nesbitt, K.C., Toronto, Ont., appointed on the recommendation of the employing Company; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees concerned.
Report received—February 19, 1912.
Result of inquiry—A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute which were accepted by both parties concerned.

The Minister of Labour received, on February 19, the unanimous report of the Board of Conciliation and Investigation to which had been referred for adjustment certain matters in dispute between the Pere Marquette Railway Company and the maintenance-of-way men and pumpmen employed on the Buffalo Division of the road, members of the International Brotherhood of Maintenance-of-Way Employees.

The application was made on behalf of the employees concerned, and stated that the differences in question related to wages and hours and to the employees' demand that both should be embodied in a set of rules. The number of employees affected by this dispute was given as 140.

A Board was established by the Minister on January 8, and was constituted as follows: Chief Justice Glenholme Falconbridge, (Chairman), Mr. Wallace Nesbitt, K.C., and Mr. J. G. O'Donoghue, all of Toronto. Messrs. Nesbitt and O'Donoghue were appointed on recommendation of the company and employees espectively and the chairman on their joint recommendation.

The Board met for the hearing of the parties on February 9, completing its work on the 16th of the same month. A set of rules and rates of pay was drawn up by the Board and was accepted by both parties to the dispute, an amicable settlement of all matters at issue being thereby reached.

The Department received from the Pere Marquette Railroad Company on March 6 a printed circular relative to the rules and rates of pay governing the employment of its section foreman and section men in Canada, effective from March 1, 1912. The rules and rates of pay in this circular are identical with those recommended by the Board of Conciliation and Investigation.

Report of Board.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:

In the matter of the Industrial Disputes Investigation Act, 1907, and of dispute between the Pere Marquette Railway Company and its Maintenance-of-Way Employees,

We, The Honourable Sir Glenholme Falconbridge, Kt., The Honourable Wallace Nesbitt, K.C., and J. G. O'Donoghue, Esq., all of Toronto, the members of the Board appointed in the above matter, hereby report that the Board met for the hearing of the parties on the 9th day of February, 1912, and was engaged in conference with the parties on the 10th February and the 12th February and again met on the 16th February, 1912.

We beg to report that after hearing the parties and discussing the matter fully and after conference with both, it has been agreed that the following schedule of wages shall be paid:—

SCHEDULE OF SECTION MEN ON THE L. E. & D. R. AND L. & P. S. LINES.

		Foreman.	Men.	Rate Foreman.	Rate Labourers.
Walkerville	L. E.	1	1	60·00	·16½
Oldcastle	"	2	1	57·50	·16
McGregor	"	3	1	57.50	·16
New Canaan	"	4	1	57.50	·16
Harrow	"	5	1	57 50	·16
Kingsville	"	6	1	57.50	·16
Leamington	"	7	1	57.50	·16½
Leamington	"	8	1	60 00	·16½
Wheatley	"	9	1	57 50	·16
Renwick	"	10	1	57.50	·16
Merlin	"	11	1	57 50	·16
Sandison	"	12	1	57.50	·16
Blenheim	"	13	1	60 00	·16
"	"	14	1	60.00	·16½
Ridgetown	"	15	1	57.50	·16
Highgate	"	16	1	57 50	·16
Rodney	"	17	1	57.50	·16
West Lorne	"	18	1	57 50	·16
Dutton	"	19	1	57.50	·16
Iona	"	20	1	57 50	·16
Sheddon	"	21	1	57.50	·16
Middlemarch	"	22	1	57.50	·16
Rondeau	E. & M.	1	1	60 00	·16
Blenheim	"	2	1	60 00	·16½
Chatham	"	3	1	60 00	·16½
"	"	4	1	62 50	·16⅔
Eberts	"	5	1	57.50	·16
Dresden	"	6	1	57.50	·16
Wallaceburg	"	7	1	60 00	·16½
"	"	8	1	57.50	·16½
Pt. Lambton	"	9	1	57 50	·16
Sombra	"	10	1	57.50	·16
Courtright	"	11	1	57.50	·16
Sarnia	"	12	1	60 00	·16½
London	P. S	1	1	62 50	·16½
Westminster	"	2	1	57.50	·16
Glanmorth	"	3	1	57 50	·16
St. Thomas	"	4	2	70 00	·16½
			Aset. Foreman	57.50	
Pt. Stanley	"	5	1	3 60.00	·16½
Black Rock Yard			1	nil 55 00	
Windsor Yard			1	2 62.50	·16½

The pump men are each to be paid the sum of $40 per month.

The hours shall be ten hours per day.

It was further agreed that the Superintendent of the Pere Marquette Railway Company in Canada should promulgate a set of rules governing the trackmen in Canada, as follows:

SESSIONAL PAPER No. 36a

RULES AND RATES OF PAY, PERE MARQUETTE RY.

The following rules and rates of pay will govern the service of "Permanent Maintenance-of-Way Employees" on the Buffalo Division of the Pere Marquette Railway.

Sec. 1.—By "Permanent Maintenance of Way Employees" is meant employees who take their orders from the Roadmasters and Bridge and Building Master on such parts of the line as are open for traffic, and who have been in the Maintenance-of-Way service continuously for one year or more, or who have had one year cumulative service during the three years immediately preceding and same will hereafter be referred to as "Employees." Labourers in extra gangs unless those practically engaged all the year round will not be ranked as Permanent Employees.

Sec. 2.—Ten hours shall constitute a day's work excepting for Pumpmen. Twelve hours either continuous or intermittent shall constitute a day for a Pumpman.

Sec. 3. Section Foremen and Sectionmen travelling on orders of the Company to and from work after regular hours outside of their regular sections will be allowed straight time.

Sec. 4.—In computing time one hour will be allowed for 30 to 60 minutes; for less than 30 minutes no allowance will be made.

Sec. 5.—Employees will be promoted hereafter on the Buffalo Division in order of seniority provided they are qualified such qualification to be solely in the judgment of the Division Engineer.

(*a*) Employees refusing promotion become junior to employees accepting such promotion.

(*b*) Employees unable to read or write English need not be promoted.

(*c*) In the event of reduction in the number of men employed, those longest in the service shall have preference of employment, provided they are qualified in the judgment of the Division Engineer.

Sec. 6.—Employees suspended or dismissed or who consider that they have been unjustly treated will receive full and impartial hearings, and will be advised of decision reached within fifteen days of such hearing. Should investigation show suspension, dismissal, or treatment unjust, full time will be allowed and employee reinstated. Appeals from decisions must be made in writing through his roadmaster within fifteen days after being advised of such decision.

Sec. 7.—Employees taken off their regular sections temporarily to work on snow or tie trains or other work will be compensated for board and lodging expenses they necessarily incur.

Sec. 8.—The Company will keep Company's section houses in good repair; the cost of repairs other than ordinary wear and tear will be charged to the occupants.

Sec. 9.—Employees in the service over six months will be granted free pass three times a year to any point on the Buffalo Division and one pass a year over the entire system.

(*a*) Quarterly passes will be issued to employees living at flag stations and outside sections for marketing purposes.

(*b*) Half rate will be granted on household goods of employees when moving and remaining in the Company's service: when moved under agreement with or on the Company's orders, household goods will be carried free and free transportation for wife and family.

These rules will not take away any of the privileges that are now in effect with the employees. They will become effective and will remain in force until either party desiring a change gives the other party sixty days' notice.

We are very happy to report that the men after considerable discussion expressed themselves as thoroughly satisfied with the above arrangement in view of the conditions prevailing upon the railway, and that on the solicitation of the Board the Railway yielded to the payment of the above schedule of wages.

Dated this 16th day of February, 191

(Sgd.) GLENHOLME FALCONBRIDGE,
Chairman.

(Sgd.) WALLACE NESBITT,
For Ry. Co'y.

(Sgd.) J. G. O'DONOGHUE,
For the Men.

XIX. APPLICATION FROM THE RAILROAD FREIGHT HANDLERS AND RAILWAY CLERKS, MEMBERS OF WINNIPEG DIVISION NO. 177 BROTHERHOOD OF RAILROAD FREIGHT HANDLERS AND RAILWAY CLERKS, EMPLOYED BY THE CANADIAN PACIFIC RAILWAY COMPANY AT WINNIPEG, MAN.—PROCEEDINGS UNFINISHED.

Application received—March 11, 1912.
Parties concerned—The Canadian Pacific Railway Company and railroad freight handlers and railway clerks, members of Winnipeg Division No. 177, Brotherhood of Railroad Freight Handlers and Railway Clerks, employed at Winnipeg, Man.
Applicants—Employees.
Nature of industry concerned—Railways.
Nature of dispute—Alleged discrimination against members of the Union.
Number of employees affected—Directly, 220; indirectly, 230.

A Board was established in this matter on March 18, Messrs. Charles P. Fullerton and Thos. J. Murray, both of Winnipeg, Man., being appointed members thereof, the former by the Minister in the absence of any recommendation from the employing Company, and the latter on the recommendation of the employees concerned. On March 31, 1912, the Board had not been completed by the appointment of a Chairman.

CASES WHERE PROCEEDINGS WERE UNFINISHED AT THE CLOSE OF THE FINANCIAL YEAR.

In addition to the applications received and disposed of prior to the close of the financial year, the following applications have been received, concerning which proceedings were still pending on March 31, 1912:—

1. An application from the employees of the Montreal Street Railway Company, the number of employees concerned being estimated at 30 directly and 1,970 indirectly.

2. An application from the railroad freight handlers and railway clerks employed by the Canadian Pacific Railway Company at Winnipeg, Man., the number of employees concerned being estimated as 220 directly and 230 indirectly.